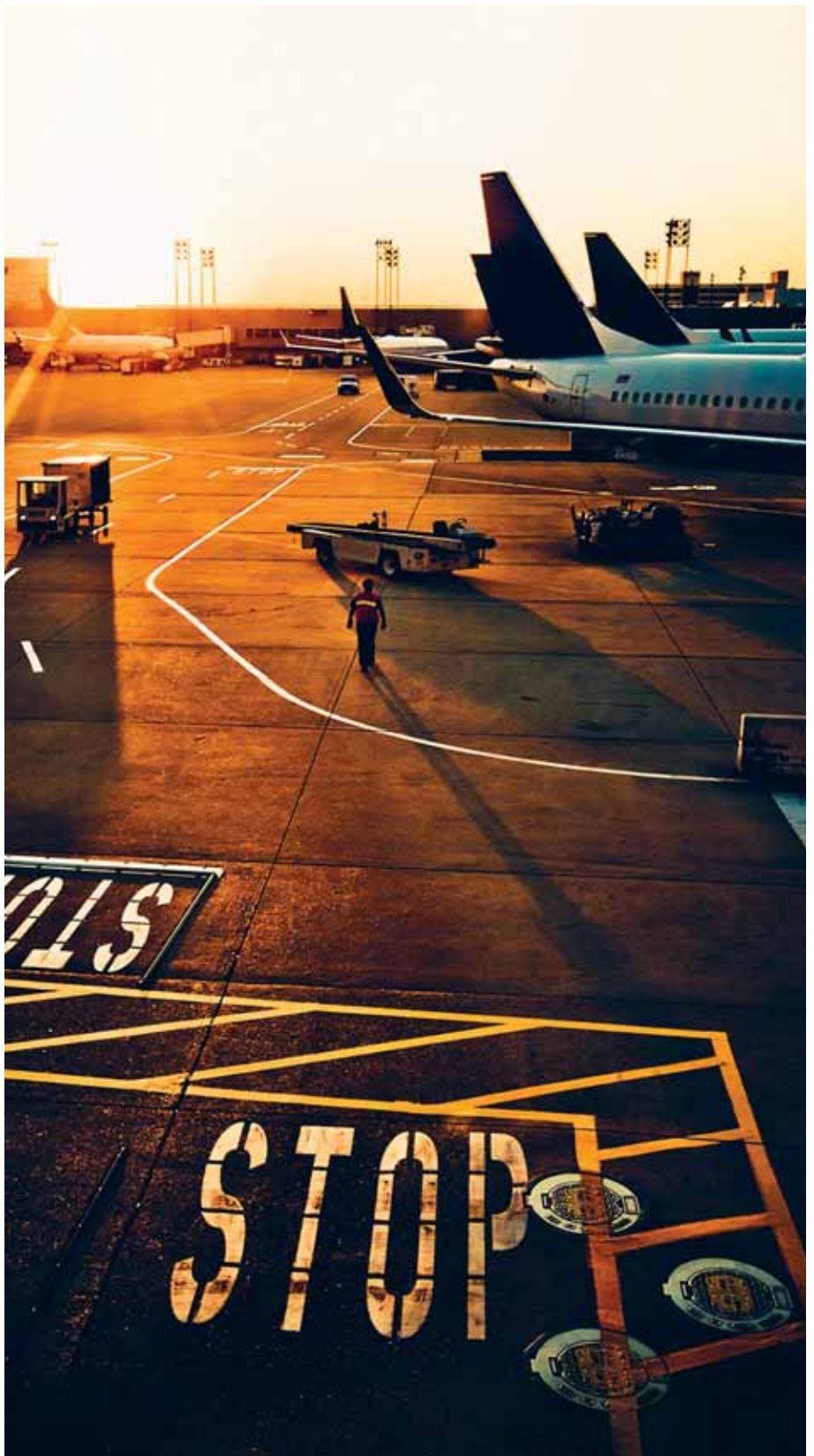


**Corporate
Responsibility
Report 2012**



VAISALA

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Vaisala at a Glance

Vaisala is a global leader in environmental and industrial measurement. Building on 75 years of experience, Vaisala contributes to a better quality of life by providing a comprehensive range of innovative observation and measurement products and services for chosen weather-related and industrial markets. The lives of people all around the world are touched daily by the work we do and the technologies we create. Our products and services provide our customers with the means to influence and better understand their environment in positive ways.

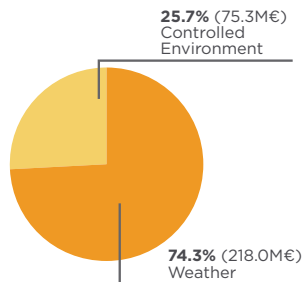
Curiosity, the desire to meet challenges, and an extraordinary ability for innovation are at Vaisala's core, both past and present. Headquartered in Finland, Vaisala employs more than 1400 professionals worldwide and is listed on the NASDAQ OMX Helsinki stock exchange.

Vaisala Group Key Figures 2012

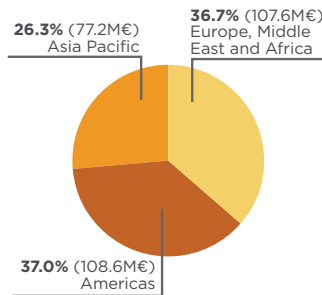
Net sales	293.3 M€
Operating result	30.1 M€
Return on Equity	11.7%
Earnings per share	1.20 €
Personnel (at the end of period)	1,442
Offices	30 in 14 countries
R&D expenditures	28.0 M€
Personnel expenditures	104.4 M€

2012 Key Figures

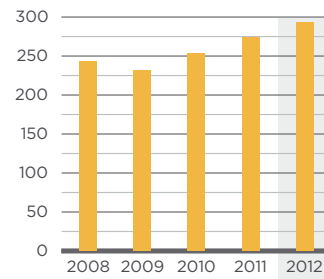
Net Sales by Business Area 2012



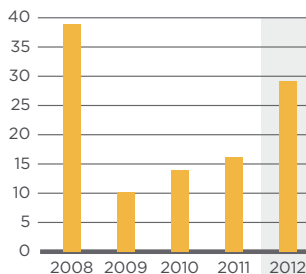
Net Sales by Region 2012



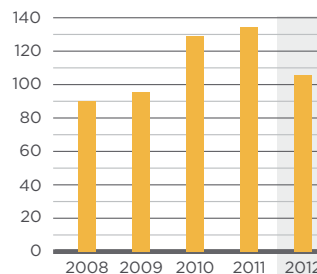
Development of Net Sales (MEUR)



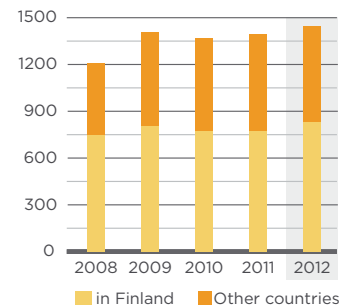
Net Profit Before Tax (MEUR)



Order Book, Dec. 31, 2012 (MEUR)



Personnel, Dec. 31, 2012



About This Report

This report is Vaisala Group's fifth annual Corporate Responsibility Report. Since the first report was issued in 2009, it has become apparent time and time again that sustainability reporting is appreciated among many stakeholder groups. Naturally, the positive response encourages us to try harder and ensure our reporting includes as much relevant information as possible and is transparent. Increasingly, those who are interested in our work seek us out not only in reports, but also on our website, in social media, at trade fairs and exhibitions and by directly contacting us. At the same time, we look for new ways of interacting with our audience and getting the Vaisala message out. We are also increasingly substituting the term corporate responsibility with the more encompassing concept of sustainability. This may be just a technical detail for many, but for us both terms have their place, though they have often been used almost interchangeably.

We have relied on the Global Reporting Initiative's (GRI) guidelines since we first started these reports, and the guidelines are still of significant value. We have self-declared this report to comply with the GRI G3 Application Level B+. PricewaterhouseCoopers Oy has checked our reporting and has confirmed it to be Application Level B+. A content index is provided at the end of the report for cross-reference. For some indicators, we refer to Vaisala's Annual Report and the Corporate Governance Statement on our website, www.vaisala.com. You can also find further information on our website that is not incorporated in this report. In particular, we encourage you to have a look at the sustainability section of the website (www.vaisala.com/sustainability).

For the first time, we have sought assurance for the report from a third party assurance provider. PricewaterhouseCoopers Oy conducted a limited assurance engagement on selected performance indicators in our sustainability reporting. The assured indicators cover all fully or partially reported quantitative performance indicators, for which the materiality has been assessed as 'high' or 'medium' in our GRI Content Index.

The fundamental purpose of sustainability reporting is, we believe, to communicate non-financial information, as well as financial information to all parties that may be affected by our actions. This is why, we choose to voluntarily report on our corporate responsibility and familiarize our stakeholders with Vaisala. Public reporting offers not only examples of sustainable business behavior, but also allows us to improve our internal processes and achieve our business objectives. We also feel that the report reaches different stakeholders than those we normally attract with corporate publications such as financial reporting. We welcome feedback on our reporting and sustainability efforts. You are kindly invited to contact us at responsibility@vaisala.com.

Information Gathering and Data Management

Vaisala is committed to continuous sustainability reporting. Reports are published annually at the end of the first quarter, and the reporting covers the previous calendar year in full. Following the GRI boundary



 facebook.com/Vaisala	
 twitter.com/VaisalaGroup	
 linkedin.com/company/vaisala-oyj	

follow us on

guidelines, our financial and human resource data is reported for the entire Group, but our environmental data is limited to our manufacturing sites, as these make up approximately 90% of Vaisala's combined environmental footprint. Therefore, when we refer to the Group's environmental figures we mean the combined figures of our two manufacturing sites.

The materiality of reported key performance indicators has been determined according to guidelines given by the GRI. The content index at the end of the report lists all indicators that we have determined to be material in our sustainability reporting and our operations and the level of importance for us is determined by assigning a materiality level for each indicator (high, medium or low). In 2012, the company's management group conducted an exercise to determine the material aspects of our sustainability work. The outcome is presented in this report under the heading Sustainability Management.

Data gathering is a substantial part of reporting and we have internal processes and practices in place to ensure the validity of our figures. Vaisala uses the Oracle e-Business Suite for its personnel figures and Hyperion Financial Management for its financial figures. Vaisala's environment figures are managed in spreadsheets.

Sustainability Contacts in Vaisala

If you have questions or comments regarding the report or Vaisala's corporate responsibility activities, please feel free to contact us.

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Creation of Customer Value

Year 2012 was good for Vaisala. Our financial performance was strong; we exceeded both our own and the stockmarket's expectations by increasing net sales by 7 percent and almost doubling operating result to 30 million euros. Several internal development programs produced great results, showing in improved profitability in our project business, for example. All in all, the systematic work to implement our customer based strategy was visibly paying off.

In terms of sustainability, we moved forward on our road to become a champion in our industry by taking the first steps towards integrating sustainability fully into our corporate strategy. In the core of the strategy is our mission to be the leading provider of operational value for our customers by combining our own expertise with that of the customer to create innovative offering that provides added value.

And where does sustainability fit in this? We see it as an enabler for the creation of customer value. I believe that sustainability will play an increasingly important role in our customers' future and that we should seek opportunities to support them by creating products and services where sustainability forms key customer value. This could entail offering that helps customers reduce their consumption of fuel, chemicals, or electricity or the amount of waste they accumulate, for example.

Our sustainability vision, which we formulated last year, is to become a world leading sustainable supplier in selected market segments, both in terms of our offering and our own performance. This means that we are actively seeking new solutions for our customers to operate more sustainably and at the same time continuously improving our own operations.

* * *

From an internal development point of view, integrating sustainability into our strategy brings a new level of focus and transparency to our sustainability efforts. We've had a systematic sustainability program since 2008. Step by step we have built new practices and processes and strengthened existing ones to integrate our commitment to sustainability into our daily business operations, and to encourage a culture of sustainability both in our own organization as well as with our suppliers, distributors and representatives.

One of our current priorities aims at ensuring a responsible supply chain from materials sourcing all the way to our distributors. However, our large portfolio and very large number of suppliers makes this endeavor all but simple and we expect it to be a very demanding task.



Let's play with an idea for a while: what would the world be like without Vaisala's products and services? Many operations that are crucial to the functioning of modern societies would be compromised. Not only would weather forecasts and warnings be far less accurate, but numerous other operations that depend on environmental monitoring would suffer as well. Traffic by air, land or sea, for example, would be more difficult and time consuming, energy transmission less reliable, drugs and medical equipment less safe.

Without Vaisala, the world would not be the same. This gives the work we do an enormous purpose and meaningfulness that everyone in Vaisala feels proud of. It also puts us in a unique position to 'practice what we preach' as the decisions we make and the actions we take have the potential to touch so many aspects of the society.

Vaisala has a long history of creating industry-transforming innovations from a technological superiority point of view, driving pioneering advancements in the market. This is nothing new to us. Being the first mover in sustainability issues in our industry is important as it gives us a unique opportunity to create solutions that transform the industry in a completely different way, towards more sustainable practices.

We are definitely ready for the challenge.

A handwritten signature in blue ink that reads "Kjell Forsén".

Kjell Forsén
President and CEO

Highlights of 2012

Despite the economic downturn of the last few years, Vaisala's full-year performance in 2012 was strong. Net sales increased by 7% and the operating result reached EUR 30.1 million, up by 87%. The Weather business area's operating result improved by more than previously expected, due to higher than estimated product sales and higher margins in delivery projects. Vaisala's systematic work to implement its customer-based strategy visibly paid off. Our internal development programs to increase efficiency and competitiveness produced great results, including improved profitability in our project business.

In January, Vaisala announced that it will divest its wind profiler business to Scintec AG. Vaisala has a long history in wind profiler business and will continue to offer world leading LAP wind profilers as components in its integrated weather and decision support systems, but will no longer have the product in its own portfolio.

In February, we launched first-of-its-kind mobile sensor technology that may revolutionize the road maintenance industry. The launch was followed by a Vaisala Across America tour that demonstrated the new technology to industry experts and media in more than 40 cities in the U.S. over 16 weeks. The concept was repeated later in the year with a tour set through

15 European countries demonstrating the same road surface monitoring technology.

We also announced in February the one billionth lightning strike recorded by Vaisala's GLD360 Global Lightning Dataset, the largest single source of real-time lightning information around the globe. The GLD360 network provides more lightning information than any other comparable dataset in the world, with daily counts routinely exceeding 1.5 million events. The network has detected an average of 33,258,377 strikes per month since its inception in 2009. Vaisala owns and operates the GLD360, and delivers lightning information as a service, enabling its customers to access this data without any capital expenditure investments.

In May, it was announced that Vaisala was starting the acquisition of 150,000 of the company's own series A shares. At the same time, the Board of Directors announced a new share-based incentive plan targeted at key employees. The aim of the new plan is to combine shareholder and key employee objectives in order to increase the value of the company, commit key employees to the company, and offer them a competitive reward plan based on long-term shareholding in the company. The potential reward from the plan will be based on Vaisala Group's profitability in the calendar year 2012 and it will be paid partly in Vaisala series A shares and partly in cash in spring 2015. The target group of the plan consists of approximately 30 people.

May also saw the launch of our new cold chain solution the CCL100 Cold Chain Logger for logging temperature. The introduction of CCL100 further complements Vaisala's portfolio of monitoring and measurement systems for temperature and other critical parameters in life science environments and processes. Ideal for monitoring the temperature of vaccines, pharmaceuticals, biologics, and other life science products during distribution, the Vaisala Cold Chain Logger is the easiest way to reduce the risk of product degradation during shipping.

Vaisala opened its online store for customers in North America in May. The store carries a selection of Vaisala's industrial instruments, ranging from hand-held meters to configurable transmitters. First launched in eight European countries in January, the scope of the store has gradually been extended, both in terms of product offering and geographical reach. It now comprises close to 200 instruments, spare parts and accessories, and serves customers in 44 countries worldwide.

In August, we announced the signing of a lightning data contract by Vaisala and the US National Weather Service (NWS). The award continues Vaisala's 20-year history of providing lightning data to the NWS, which receives a real-time data feed from Vaisala's US National Lightning Detection Network® (NLDN®). Vaisala's

Vision

We focus on being the leading provider of operational value for our customers in targeted segments of weather and controlled environment markets.

Mission

We offer high reliability and added value with our products and services by bringing together customer business expertise and our technical expertise.

NLDN® is the most scientifically accurate and reliable lightning information system on the market, monitoring lightning activity across the continental United States 24 hours a day, 365 days a year. The NLDN® locates cloud-to-ground lightning strikes to within 200 meters. Vaisala's dedicated data service has an uptime of 99.99% and it delivers the data within seconds of detection.

Since August, Vaisala has been present in the program for examining the Martian atmosphere, as the Mars Rover Curiosity is equipped with Vaisala BAROCAP® and HUMICAP® pressure and humidity sensors. The sensors are part of the instrumentation designed by the Finnish Meteorological Institute (FMI) and will be used to gather accurate readings of pressure and humidity in the extreme environmental conditions of the Martian atmosphere. Vaisala has provided sensors for FMI's space exploration projects since 1988. This is the fifth space venture in which the FMI has applied Vaisala's technology.

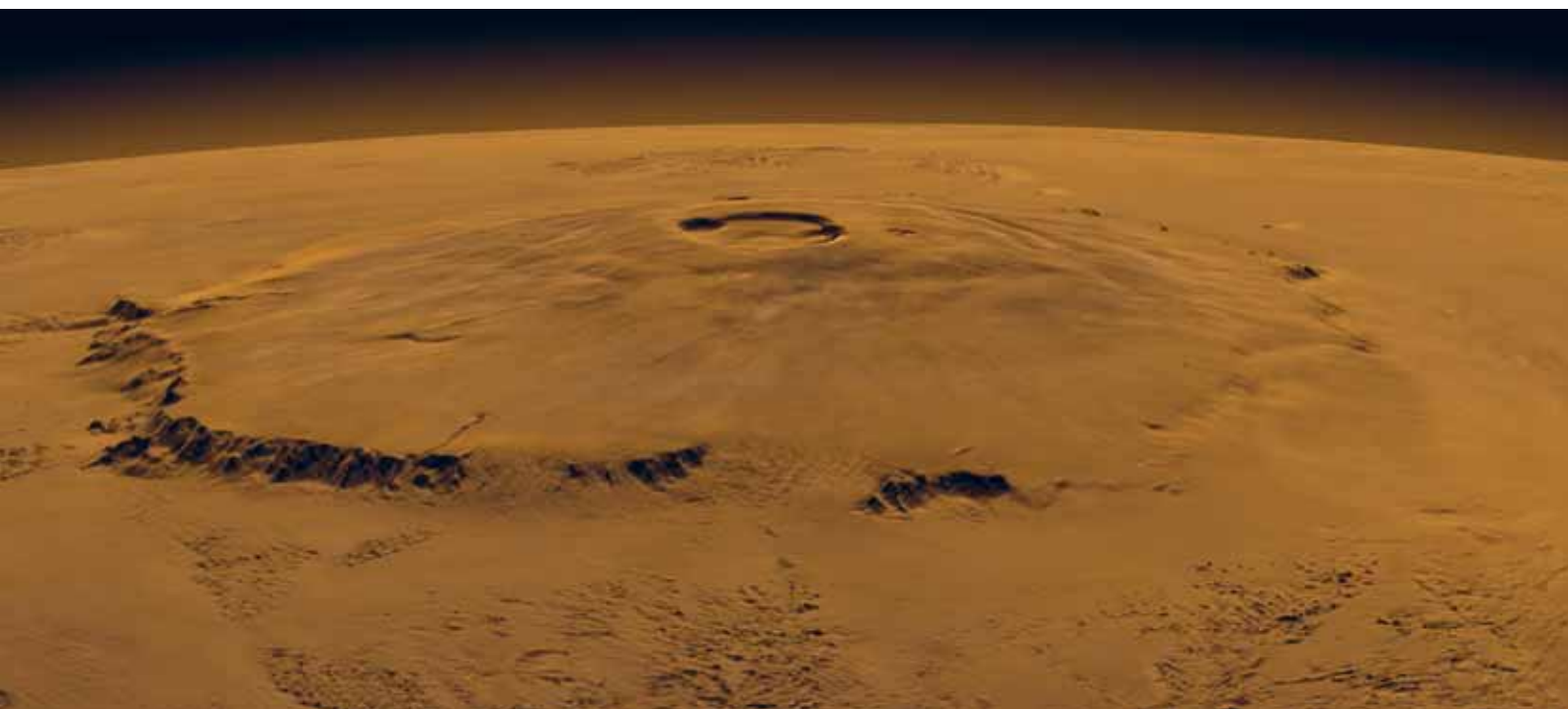
The Reference Radiosonde mentioned in Vaisala's previous CR-reports has moved into the beta testing phase. The research partners FMI, NCAR, NOAA and MeteoSwiss are conducting radiosoundings with the RR01-prototypes on a regular basis, once or twice per month. The GRUAN Lead Center at the Lindenberg Observatory (DWD) is involved in monitoring the test soundings.

The CLEEN Measurement, Monitoring and Environmental Assessment (MMEA) Program, also

mentioned in previous reports, is now in its third program period and is planning the fourth. In this MMEA Program, Vaisala is developing specific software platforms for collecting, storing and sharing environmental data, in cooperation with various companies and research partners. We are also developing decision support system architecture and new radar and lidar technology as part of the program.

In October, the Finnish business magazine Arvopaperi and the reputation management and communications services firm Pohjoisranta Burson-Marsteller published the results of their annual reputation study for listed companies in Finland. Vaisala was ranked in second place, and Vaisala's President and CEO Kjell Forsén took fifth position. The reputation of listed companies and their CEOs was evaluated by 1,135 Arvopaperi Online users and recipients of the Tietoviikko newsletter. The respondents are primarily Finnish private investors.

In October, Vaisala announced that it will reorganize its operations in Vancouver, Canada. To finalize integration of the acquired life science business into Vaisala and to increase the scalability, efficiency and flexibility of global operations, Vaisala is moving the board assembly, final assembly, testing, new product calibration and related activities from Canada to Malaysia and Finland. As a result of the change, the work of 10 persons in Vancouver will end by June 30, 2013.



Vaisala's sensors are roaming on Mars onboard Mars Rover Curiosity.

Strategy and Focus Areas

Vaisala serves customers in different environmental measurement markets. Our global market segments include meteorology, airports, roads and rail, defense, new weather markets such as energy and maritime, life science and targeted industrial applications. We provide our customers with the means to influence and better understand their environment and reduce uncertainty by enabling well-informed decisions.

Vaisala's comprehensive offerings range from small industrial probes to comprehensive weather observation solutions such as surface weather networks and aviation weather solutions. Our customer base covers over 150 countries. Geographically the markets are divided into three regions: Europe, Middle East and Africa (EMEA), Americas, and Asia Pacific (APAC). North America, especially U.S.A. is business wise the most important region which is crucial to maintain. Currently the growth focus is on markets such as China and Latin America. Operations outside of Finland, Vaisala's domicile, account for 98% of net sales.

The recent years have been characterized by strategy renewal and significant changes to ensure future success. The execution and change activities continued in 2012 with the introduction of three strategic themes for 2013–2015: Creation of Customer Value – Reliability – Simplification.

Long term our strategic objective is profitable and sustainable double digit growth. Our focus is on increasing the share of project business and services of the Group's total net sales.

We updated our Vision and Mission in 2012 to better reflect our problem solving nature and close cooperation with our customers, finding them operational value. Our updated vision is: We focus on being the leading provider of operational value for our customers

in targeted segments of weather and controlled environment markets; and our updated mission is: We offer high reliability and added value with our products and services by bringing together customer business expertise and our technical expertise.

Most of Vaisala's weather customers represent public administration. In the current economical downturn, governmental funding is no longer a safe harbor. This affects also Vaisala's business and the dynamics are shifting towards stronger focus on the private sector. The change from public to private is visible in both the industrial and the weather sectors, where for instance energy and maritime markets are emerging.

Management

Vaisala's President and CEO is appointed by the Board of Directors. The CEO manages the company in accordance with the instructions and orders given by the Board, and informs the Board of the development of the company's business and financial situation. The CEO is also responsible for organizing the company's management.

Vaisala has from 2013 onwards a single management group, Vaisala Management Group. It consists of the Executive Vice Presidents for both business areas, Weather and Controlled Environment,

Vaisala's three strategic themes for 2013–2015:
Creation of Customer Value – Reliability – Simplification.

1 2 3

Executive Vice President for Operations, Executive Vice President for Services, Chief Financial Officer, Senior Vice President for Human Resources and is chaired by the President and CEO.

The Management Group does not exercise any decision making power as defined in legislation or the Articles of Association. The Management Group is an advisory organ that address Group-wide development undertakings, as well as the Group's principles and operating practices in general.

Sustainability Management

Sustainability was brought into the corporate strategy visibly in 2012. One of the three strategic themes is 'Creation of customer value', and one of the strategic

enablers for this is 'Creating value through sustainability'.

Vaisala's senior management examined the ambition level of the sustainability strategy and formulated a long-term sustainability vision for Vaisala: to become a world leading sustainable supplier in selected market segments. This requires that we can maintain a competitive advantage in our chosen marketplaces, and excel in providing sustainable products and services to our customers.

Internal sustainability practices are subject to guidance from the Group's Sustainability Manager in cooperation with all internal stakeholders. The sustainability function has been part of Group Business Development since early 2013, and the SVP of Group Business Development reports to the CEO. In practice, the most important guidance is set out in our Code of Conduct and our other internal policies and emphasized in personnel and leadership training.



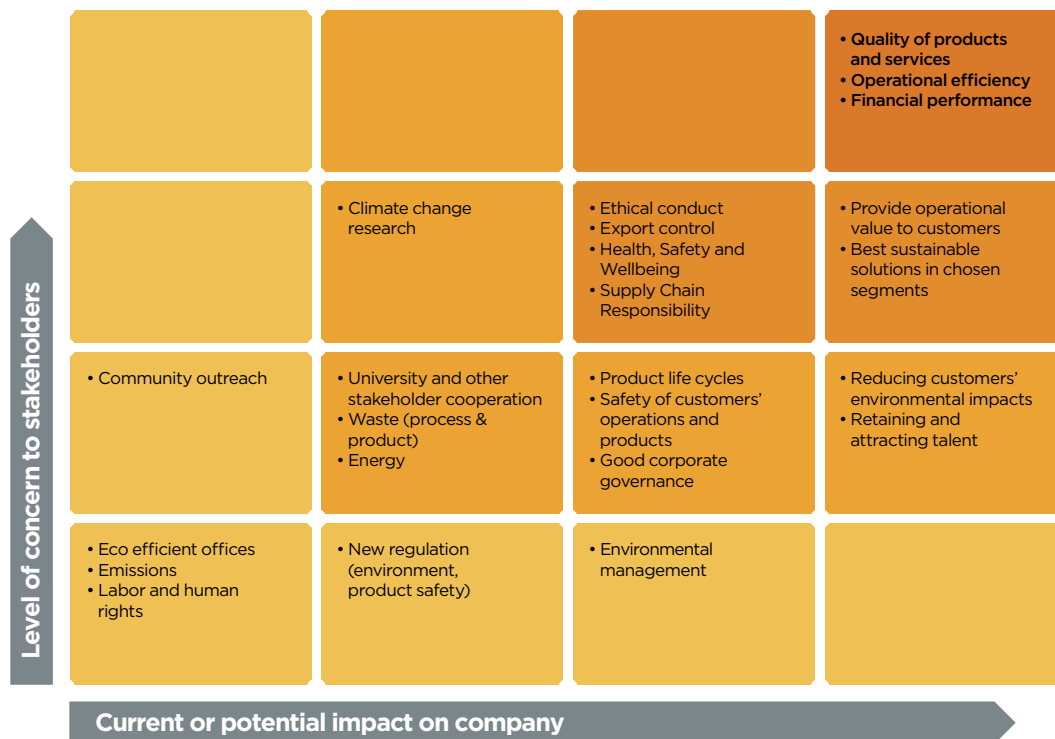
The company's functions with the largest impact on our sustainability have been identified as Operations (e.g. manufacturing, sourcing and logistics sub-functions), Services function, and Offering units, which are responsible for the entire product creation process and R&D. Our manufacturing sites follow a certified ISO 14001 environmental management system and report their environmental performance periodically to the Group Quality Manager. We do not currently offer monetary incentives for management or personnel for reaching specific sustainability targets.

Our sustainability vision is to become a world leading sustainable supplier in selected market segments

Material Aspects

In 2012, Vaisala's senior management also defined what they consider to be material aspects for Vaisala. The adjacent figure represents a materiality assessment with the impacts for Vaisala and the level of concern to stakeholders. The vertical axis represents the estimated level of concern as a whole to stakeholders and the horizontal axis represents the current or potential impact on Vaisala. The matrix works like a tool when determining key objectives for our sustainability work.

Material Aspects diagram



Mitigating Risk in Critical Environments

Vaisala's Life Science business is organized around mitigating risk for life science companies. We design, manufacture, and install systems for monitoring critical assets and environments. Our systems provide early warning that something is amiss, such as the breakdown of refrigeration systems storing valuable pharmaceutical products. The benefits to our customers are clear: our systems can identify potential problems before they materialize, but the benefits to society are just as significant. Anyone who consumes pharmaceutical products has an expectation that the drugs are safe and effective.

Degrees of Difference

All pharmaceutical products are sensitive to temperature. This is especially true for biopharmaceutical products such as vaccines. A vaccine that is exposed to temperatures beyond the recommended storage range of 2 to 8 degrees Celsius is subject to loss of efficacy. Large temperature excursions or small but extended excursions can render the vaccine useless. Each year millions of dollars of vaccines are damaged before they arrive at the point of usage, but the larger cost comes from people who are vaccinated with products that are thought to be effective when actually they are not.

Vaisala has recently installed its Continuous Monitoring Systems in more than 20 locations for a large drug distribution company. Sensors monitor temperature and humidity throughout each facility, including the refrigerated rooms. Hundreds of thousands of vaccine doses move through these rooms every year. The CMS provides alerts when any temperature deviations are detected and creates records to show that the facility has been in compliance with regulatory requirements. Vaccine quality is assured as it moves one more step through the supply chain.

Traceable Conditions through the Entire Cold Chain

Vaisala has worked with life science firms for many years. Our Life Science business understands that pharmaceutical supply chains can be very long. We have extended our monitoring solutions to many parts of the supply chain, including manufacturing facilities, drug distribution centers, and freight terminals that handle temperature sensitive products. With one of our newest products, the Vaisala CCL100 Cold Chain Logger, we intend to begin bridging the gaps between static locations in the supply chain. The CCL100 is designed to "ride along" with temperature sensitive products, monitoring their temperature while in transit. With the addition of this functionality, it will become possible to link temperature related data from start to finish through the entire supply chain.

Vaisala works hand in hand with life science companies to keep people and products safe. We live our values by bringing innovations to the market and focusing on the greater good, looking for opportunities to shape a better society.



Many vaccines and parenterals are especially vulnerable to changes in temperature.



Finnish Road Weather Excellence: Proud of Our SnowHow

Snow is something Finns are used to, every winter. With this kind of experience in dealing with winter weather, there are many Finnish companies providing solutions to customers who need to deal with the effects of snow or ice effectively in order to ensure safety and continuity of operations.

In Finland, this is called SnowHow – an umbrella term, even a philosophy, for different kinds of expertise dealing with snow, ice and cold weather.

If snow and ice conditions are not dealt with effectively, the implications for the economy and society at large can be tremendous. Road traffic is essential for logistics, and securing safe and reliable transportation in extreme conditions is vital if communities are to function properly in winter conditions. Closing down major highways will quickly cripple a region’s logistics network.

Cooperation with Industry Experts

FIRWE or The Finnish Road Weather Excellence, is a collaboration project for creating a single common platform combining the extensive Finnish experience and know-how in observing traffic and weather conditions and in road maintenance and operation. FIRWE brings together different players to productize and export SnowHow to markets that lack appropriate measures and knowledge for managing snow and ice in logistics and other operations. The other partners in FIRWE include road maintenance equipment manufacturers, meteorological service providers, software developers, technical and weather experts, road authorities, and regulatory bodies.

Kimmo Kynnös, Business Development Manager at Vaisala, describes the co-operation as win-win for all parties. Everyone has something to bring to the FIRWE table. Vaisala’s many strengths include the best road weather monitoring equipment on the market, the required software development and a global distribution network.

Decision Support for Maintenance Operators

Productizing the shared knowledge of the FIRWE partners is one of the key outcomes of the FIRWE collaboration. One of Vaisala’s tangible contributions alongside its role as leading expert is the creation of software that visually shows the state of the road network in real time and what the network will look like with or without the

“On average in the U.S. 1,511,000 vehicle crashes and 7,130 fatalities in these crashes are due to adverse weather.”

- U.S. Department of Transportation,
Federal Highway Administration

recommended treatment in the immediate period ahead. “The system simulates current and forecasted road conditions and indicates the recommended measures so that the operator can best decide how to proceed,” says Kynnös. This is possible with accurate forecasts for each road weather station in the network and by using mobile devices on trucks that continuously monitor the road surface on a specific route. “We are in the middle, between the observations and the road network operator. Our role is to provide the most accurate data possible to enable operators to make the right decisions,” he continues.

It is essential that treatments of the road network can be planned well in advance. If the road surface is left to freeze or, even worse, if it becomes packed with snow, the maintenance operation will have failed to provide safe conditions for drivers. Scraping ice from the road with heavy machinery or applying treatment chemicals is not only expensive but also a poor choice environmentally. Thus, being able to accurately predict the state of the road network and direct pre-treatment resources where they are needed will keep road operators one step ahead of the game.

“It takes ten times more road salt to treat a road after freezing has set in than pre-treating the surface before it happens”





Organization

Vaisala's core business is environmental measurement and monitoring, especially in weather measurement and chosen industrial applications. Business is conducted by two business areas: Weather and Controlled Environment. The business areas are supported by group wide functions of Services, Operations and Support Units. The customer oriented approach is demonstrated in our seven market segments that are embedded in the business areas.

Weather

The Weather business area serves national meteorological organizations whose primary interest is the safety and wellbeing of people and safeguarding property; and operators and authorities whose primary interest is the safety and effectiveness of operations under all weather conditions.

Meteorology

The Meteorology segment serves meteorological and hydrological institutes whose primary interest is safety and wellbeing of people and safeguarding of property. Customer needs vary from standard weather observation equipment to further automation of weather networks and remote monitoring systems. Turnkey projects and capability upgrades for prediction of severe weather are imperative for customers in the developing markets.

Airports

The Airports segment provides weather observation solutions to airport operators. It supports effective operational decision making to improve the efficiency, safety and environmental compatibility of airport operations.

Roads and Rail

Road and Rail authorities benefit from Vaisala's complete weather and traffic observation, driver information and decision support offerings. These ensure safety and optimize the efficiency of traffic management and road maintenance operations.

New Weather Markets

Customers in the New Weather Markets segment are typically non-governmental enterprises. The segment's focus is to grow business with customers in the energy and maritime industries. Energy customers, such as wind farm developers and operators, use

Vaisala products and services to measure, forecast and intelligently integrate environmental observations. Maritime customers include the shipping industry, offshore oil and gas platforms, and ports. With the help of reliable measurements and environmental observations help enhance customers' operational efficiency and optimize decision-making.

Defense

The Defense segment serves defense forces and security organizations. Awareness of weather is a basis for better decision making and improved safety and efficiency in air, land and sea operations. In addition to their defense functions, many national defense organizations also control civilian airports and contribute to national weather forecasts.

Controlled Environment

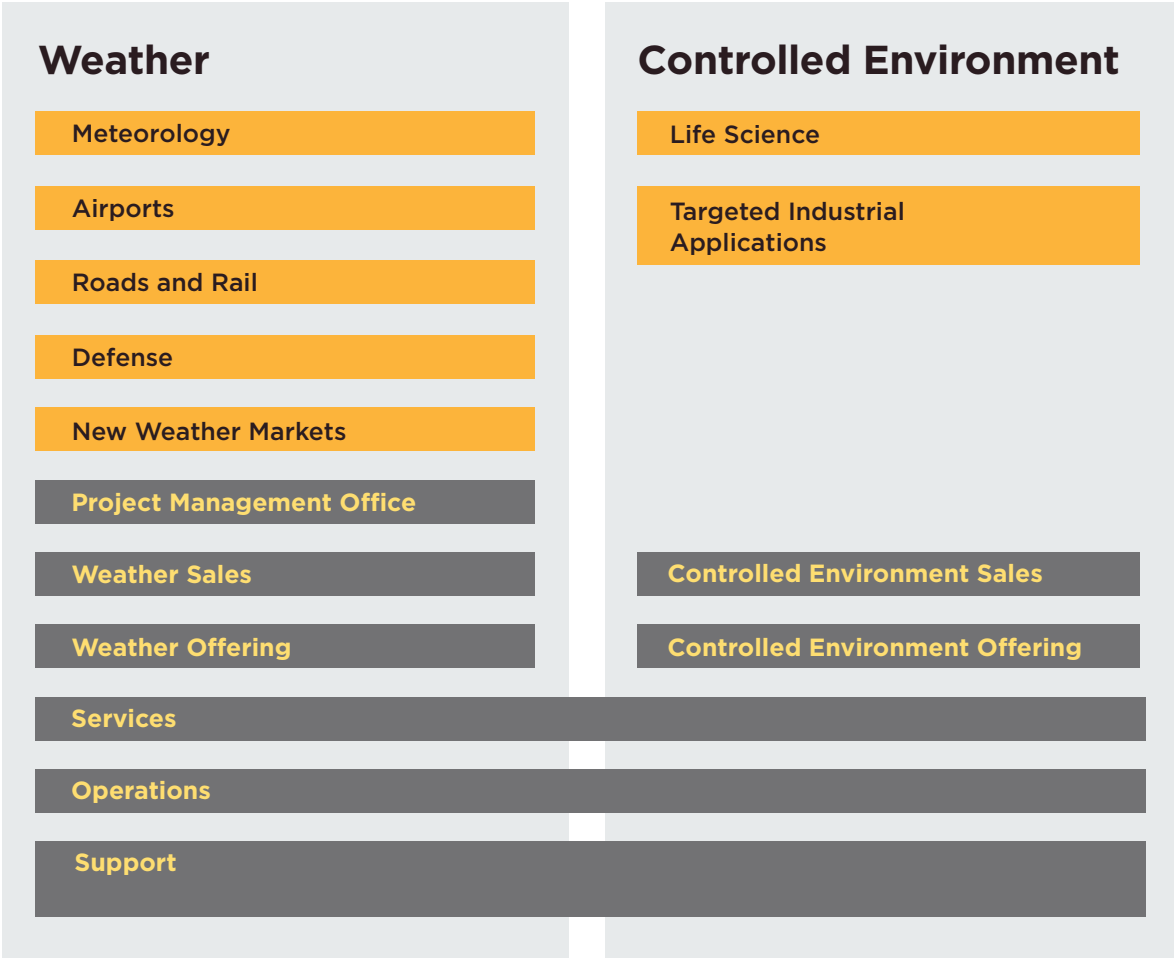
The Controlled Environment business area serves customers who operate in tightly controlled and demanding areas where the measurement of precise environmental conditions is required to increase operational quality, productivity and energy savings. The business area is divided into two segments.

Life Science

Life Science provides measurement solutions, monitoring instruments and related services for highly controlled research, production and storage areas. The main customer groups are: Life science, pharmaceutical and biotech manufacturing and wholesale companies, medical device manufacturers, hospitals.

Targeted Industrial Applications

The Targeted Industrial Applications segment serves demanding industries such as power generation and transmission, semiconductor and electronics,



building automation, automotive, as well as food and beverage. We provide instruments for online and spot-check measurements to help our customers to improve processes and end-product quality, extend equipment lifetime, optimize energy consumption and indoor air quality.

Group-wide Functions and Support Units

Vaisala’s matrix organization also contains Group-wide functions for Services and Operations, and the Group-wide support units Finance & Control, Human Resources, Communications, Legal and Facilities, Marketing, Group Business Intelligence, and Group Business Development. The operational sales functions are within the business areas. To ensure an efficient way of working and two-way information sharing in the matrix model, the organizational reporting structure includes several dotted line roles that link the business areas and functions together.

Research and Development

From the beginning of 2013, Vaisala does not have a cross-functional R&D function anymore. The decision was made in 2012 to integrate the R&D teams into the business areas for closer customer contact and to increase business understanding throughout the organization. Instead of one common R&D function, the development and management of the two new offering teams continue on the business area level.





The Way We Do Business

Sustainability in Vaisala is managed by various guiding principles. The main principles are Vaisala's Code of Conduct, Environmental Policy, Anti-Corruption Policy and Community Outreach Policy, together with a number of practical guidelines as well as quality and environmental standards. Vaisala complies with all national laws and regulations wherever it operates.

Next Generation Sounding System Built Together With Leading Global Experts – Our Customers

Ever since Vaisala launched its first product, the RS11 Radiosonde in 1936, our aim has been to provide meteorologists and scientists with the best radiosounding technology in the world. To this end, research and development has always played a crucial part in Vaisala's success, and science-based innovation is even one of our core values.

Vaisala is currently introducing the latest version of its upper-air ground system and the basic building block in an upcoming fourth generation sounding system, the Vaisala DigiCORA® Sounding System MW41. Used mainly at synoptic upper-air stations maintained by national meteorological services, the ground system receives measurement data from a radiosonde throughout its flight, and then computes, transfers, and archives the data.

Decisive Customer Cooperation

Vaisala has traditionally worked in close cooperation with soundings customers to ensure the usability of systems and the data continuity and consistency of new products. For the fourth generation sounding system, the Finnish Meteorological Institute (FMI) and the Czech Hydrometeorological Institute (CHMI) have been important contributors. Both are Vaisala's longtime partners: CHMI was also our research partner when the previous radiosonde generation gave way to the current Vaisala RS92 Radiosonde, and FMI has been cooperating with Vaisala since the company was founded.

Cooperation with long-standing customers already from the earliest stages of development was something that distinguished this project from others. This was crucial to the development of the Vaisala MW41 as it allowed us to accumulate information on improvement needs and user experiences from the users themselves. Both of these partners are demanding clients with very high requirements for data availability and quality, and so their input at the development phase will benefit other users down the line as well.

Whole New User Experience

The basic principles and process of performing a sounding have changed very little during the past few decades. The focus of the MW41 development project was instead to increase the efficiency of the whole sounding process and improve the user experience of performing a sounding and the usability of the system.

Teppo Rouvi, Senior User Interface Designer at Vaisala, describes the essence of the user perspective. "Our aim was to design a system that is so intuitive that it does not require special skills from the operator during a normal sounding operation. For this, the whole sounding system must be easy to comprehend, as well as practical and efficient to use. The MW41 cooperation project has allowed

us to create an exemplary user experience starting with thorough user analyses and working through the development stages closely with our partners to ensure that in the end, we have a sounding system that works for everyone."

Vaisala's usability experts visited eleven sounding sites on 'observation safaris', where they scrutinized the work of the customer's operators performing the sounding and engaged them in on-site dialogue on how to improve the usability of the equipment. The results were very promising and ultimately led to a lot of software changes and redefinition of the actual steps carried out during a sounding event.

Apart from the usability improvements that are part of the generational change, the system's modern network solutions bring completely new functionalities to the table. The sounding system now offers tools for remote monitoring through modern web interfaces and technologies, as well as advanced security enhancements throughout the customers' network.



FMI at Tikkakoski, Finland (top)
CHMI at Praha-Libuš, Czech Republic (below)

Observation Safaris:

5 countries,
11 sites,
17 users

To learn more about Vaisala's new sounding system, follow this link to an introductory video.
<http://www.youtube.com/watch?v=vKaDsbyZmV4>



Vaisala's Values

Our way of operating is innovative and driven by the following six values. They are the basis of all our activities, both within Vaisala and with our partners and customers

Customer Focus

We seek out and solve customer problems. We want to be proactive with our customers, to understand their needs now and in the future, and to develop solutions for those needs. Our customer base covers the whole world.

Science-based Innovation

Our approach to our customers' problems is systematic, and based on sound scientific knowledge. In our application of science, we favor creativity and innovation. Our focus is always on the high quality of our workmanship.

Goal Orientation

We participate in the planning and setting of personal and Group-wide goals. Personal entrepreneurship, participation and commitment to shared goals are vital to our success.

Personal Growth

We work in a knowledge-intensive business where the fastest learner thrives. To be competitive, we are committed to continually improving our abilities. Continuous learning benefits both us and our organization. We contribute to an environment that provides the support, encouragement and motivation for each of us to reach our full potential.

Focus on Greater Good

We prioritize total optimization over suboptimization in our actions among ourselves and our customers. Our emphasis is on shared resources, group benefit and mutual cooperation.

Fair Play

We demonstrate integrity in what we do. We only promise what we can deliver, and interact honestly among ourselves, our partners and customers. The confidence and trust we enjoy is valuable to us, and we do not want to risk it.



Code of Conduct

To further promote and ensure responsible business practices, Vaisala has a Code of Conduct which is to be followed by all employees. This Code translates our values and responsibility into actions taken by our staff every day. The Code highlights important issues such as the environmental aspects of our operations, anti-corruption and anti-trust legislation, human rights issues, workplace behavior and safety.

The Code of Conduct was first introduced to the organization in 2008. All members of staff were required to complete an online training module which is also part of the orientation program for new employees. The module has proven to be a popular and efficient method for training staff in ethical conduct and corporate responsibility. We updated the e-learning in fall 2012 and required the whole staff to retake the new module. At the end of the reporting period, 89% of current Vaisala personnel had completed the Code of Conduct online training module.

Vaisala's Code of Conduct

1. We comply with national laws and regulations

Vaisala Oyj ("Vaisala") and its subsidiaries, offices and agencies will obey and abide by any national laws in their respective countries, whether Vaisala is stationed therein or doing business in that country. Vaisala respects local legislation and regulations, whether they are business related or other. Where differences exist between local laws, regulations, customs, norms or this code – Vaisala strives to apply which ever sets the highest standard.

2. We encourage fair and lively competition in the marketplace

Vaisala is a strong supporter of fair competition worldwide – irrespective of any national or international competition regulations. Vaisala does itself comply with any and all regulations concerning competition and encourages its competitors and associates to do the same. Healthy competition in the marketplace is necessary for the development of the whole industry, thus benefiting customers and shareholders.

3. We respect the environment and treat it with care

Vaisala takes environmental matters to heart and attends to them with care. Vaisala wants to be involved in establishing a sound foundation for better quality living, environmental protection and conservation, safety and productivity. Vaisala complies with generally accepted international environmental standards and

often exceeds legal requirements. Vaisala strives to continually improve environmental performance of its products and is committed to reduce the company's impact on the environment. All employees are responsible for Vaisala's environmental performance.

4. We treat our suppliers and customers fairly

Vaisala strives for long term partnerships both with its suppliers as well as customers. We give our partners a good insight into our demand forecasting, constructive performance feedback as well as our support and help. We treat our suppliers and customers in a professional and ethical manner and follow through our obligations and agreements promptly. We want to share our success with our collaborators and create benefits for all parties.

5. We collaborate with subcontractors and suppliers that meet international standards in ethics and sustainable development

Vaisala pays special attention to the ethical and environmental issues when validating suppliers. We monitor and encourage our current suppliers to comply with the requirements of international human rights and environmental laws and practices.

6. We treat our employees with respect and guarantee a safe working environment

Vaisala's central value is 'fair play' which shows in all our undertakings, whether it is towards our staff, suppliers or our customers. Beyond this, Vaisala respects the employees' right to peaceful assembly, freedom of association, collective bargaining and a safe working environment. Vaisala does not accept any child, bonded or forced labor in any parts of its supply chain. Vaisala ensures that all of its safety measures are up to date and is committed to continuous improvement.

7. We encourage professional and personal growth of our employees

Vaisala invests continuously in the professional and personal learning and growth of its employees in order to realize their full potential. This is achieved by emphasizing on-the-job learning supported by internal and external personal development programs. Furthermore, Vaisala encourages its employees to actively manage their work-life balance as this has been recognized to improve work capacity and well-being at work.

8. We contribute to the communities we live in

Vaisala believes in a world where environmental observations improve daily life. As the global leader in environmental measurement and active member of society, Vaisala has a responsibility to act as a good corporate citizen. Vaisala's overall objective for Community Outreach is to support organizations and projects that advance environmental awareness and science

education. All our outreach activities should be in line with Vaisala's values and resonate well with environmental issues such as climate, weather, environmental measurement, industrial impact and environmental sciences.

9. We respect human rights and we retain high moral standards in whatever we do

People should be treated equally and fairly irrespective of ethnic origin, nationality, ancestry, religion or creed, political views, gender, sexual orientation, marital status, medical condition, disability or age. Vaisala respects these rights and condemns discrimination and intolerance of all kinds.

Vaisala endorses the United Nations' Universal Declaration of Human Rights, The International Labour Organization's Declaration on Fundamental Principles and Rights at Work, The OECD Guidelines for Multinational Enterprises, and the Ten Principles of Global Compact. Furthermore, Vaisala recognizes the value of diversity, teamwork, fair compensation, innovation, health and safety at the work place, environmental awareness, and community involvement and strives to contribute in these fields for the benefit of the company and its stakeholders.

10. We condemn all corruption

Vaisala will neither accept nor tolerate any form of corruption. Vaisala has a strict anti-corruption policy which, if not followed, will result in disciplinary actions against its violator and any accomplices. Vaisala endorses the UN Global Compact and thus pledges to work against corruption in all its forms.

Employees must not use a contractor, agent, consultant or other third party to perform any act which conflicts with Vaisala's Code of Conduct. We will seek to influence our suppliers and collaborators to adopt similar principles, if they do not already do so.

Regulatory Compliance

We believe that responsible business conduct is based on fairness and integrity. Vaisala complies with all national laws and regulations, and does not respond to suspicious business proposals. We continuously follow up changes in legislation and keep our staff informed through internal communication, such as the company intranet.

In 2012, there were no identified incidents, complaints or sanctions by authorities on corruption, anti-competitive behavior, anti-trust or monopoly practices or any other breach of legislation or regulations. Furthermore, there were no reported concerns or breaches of human rights, labor rights, or environmental legislation in the adjacent supply chain.

Compliance Committee

Vaisala has a compliance committee whose task is to oversee that all parts of Vaisala's operations are in line with the Code of Conduct as well as all other legislation and regulation. The committee has members from the Legal Department, Finance & Control and Human Resources and is headed by Senior Vice President for Compliance and Risk Management.







Our Stakeholders

We recognize our responsibility towards our stakeholders, the people and organizations affected by our actions. We engage many of our stakeholders in dialogue, whether it is to come up with new solutions for society or to improve the relationship with customers, communities and suppliers.

Our overarching goal is to improve daily lives through accurate environmental observations. Our stakeholders expect us to provide them with the most accurate measurement tools and data available, every day.

Working Together for a Safe Tomorrow

Vaisala wants to have an engaging relationship with its stakeholders, as they are the ones who can influence the future of our business. We strive to be open and transparent, responding to stakeholders' needs to our best abilities. We are active in many corners of society and want to influence and convince people with our expertise. Working with environmental issues is a priority in our scope of societal affairs and it is in these forums we believe we have the most to offer.

Stakeholder Process

We identify and evaluate our stakeholders as part of our risk management process and corporate responsibility processes. Both of these assessment methods are carried out internally and are part of corporate-wide processes. We determine the impact different stakeholder groups have on us and analyze how our actions in turn affect our stakeholders. We actively seek partnerships and joint opportunities with partners, customers, suppliers, academia, research institutes and other parties. We recognize that all our stakeholders will not either want to or be able to take part in our sustainability communication and do not voice their opinions what they feel is material to our reporting. We try to fill this gap by keeping abreast with good reporting practices in other companies in our industry. In this chapter we discuss our relationship with what we regard as our key stakeholders.

This report can function as a foundation for dialogue, as it often does. We seek to engage academia, the scientific community, customers and partners, media and various organizations in dialog with us in order to convey them what it is we do best and why Vaisala is worth their attention. Our customers are our most vocal stakeholder group and it's important that we have a continuous dialogue with them every day. In 2012 there were no external stakeholder meetings to specifically target our sustainability reporting or processes.

Customers

Vaisala's major customer groups are:

- Meteorological and hydrological services
- Life science companies
- Weather critical energy industries
- Road and rail organizations
- Industrial companies and integrators

- Airport authorities
- Defense forces
- Maritime

Stakeholder activities:

- Annual phone survey across markets and regions.
- Ongoing online survey for industrial customers.
- Monthly online survey on technical support.
- Ongoing feedback surveys on customer training and field service operations.

Partners and Collaborators

Research and development activities are a key prerequisite for Vaisala's success. We place a special emphasis on the continuous development of our expertise. In addition to our own internal research activities, we actively cooperate with customers, universities and research institutes.

Stakeholder activities:

- We have some 80 representatives and distributors around the world which we summon to a Distributor Meeting biannually. Last such meeting took place in our Head Office in 2012.

Environment

The environment is not only at the core of our business, it is also an important stakeholder for us. We have always regarded the natural environment as something captivating and something we need to measure carefully. As our products are directly linked with natural phenomena, we find it important to understand these phenomena and relate to them in our work.

Stakeholder activities:

- We encourage our staff to take a general course in meteorology and arrange expert talks in our offices.

Employees

Vaisala employs more than 1,400 professionals and their wellbeing is important to us. Our goal is a work environment that encourages innovation and offers the opportunity for long-term professional development. The corporate culture at Vaisala emphasizes reasonable hours and workloads. Furthermore, we believe that success comes from the work of dedicated employees who take care of their own wellbeing. We regularly monitor our staff for perceptions on their work. The results have shown us that not only are the members of our staff motivated by their assignments, but that they are proud to work for Vaisala and feel that their work is meaningful and rewarding. We are proud of these results and want to develop the company further, embracing our employees' commitment.

Stakeholder activities:

- Annual Staff survey for the whole staff and since 2012 an annual pulse survey.
- Performance and Development Cycle which incorporates annual development discussions, objective setting and performance review as well as a People Forum, which is described in the Managing Talent chapter.

Suppliers

Vaisala seeks long-term partnerships with its suppliers and wants to build mutual trust between its partners. We do this by giving our partners a good insight into our demand forecasting, constructive performance feedback as well as our support and help. In return, we expect our suppliers to respect our values and vision, and enable our commitment to quality and sustainable production to preserve our reputation and high quality of our products.

Stakeholder activities:

- We conduct regular on-site audits at our main suppliers

Governments and Governmental Organizations

Various government bodies such as meteorological institutes and road authorities are our substantial customers and research partners.

Universities and Research Bodies

Vaisala collaborates closely with a number of meteorological authorities and research bodies around the world, such as the Finnish Meteorological Institute, VTT Technical Research Centre of Finland, Aalto University, School of Science and Technology, the US



National Center for Atmospheric Research, the US National Oceanic and Atmospheric Administration, the American Meteorological Society, and the International Civil Aviation Organization. Vaisala is also an active member of the UN World Meteorological Organization, WMO.

Stakeholder activities:

- Vaisala grants research scholarships to universities, students and researchers every year in the United States and Finland. Read more about our cooperation in the Society chapter of this report.

Investors, Owners and Financial Institutions

Vaisala Oyj is a publicly listed company on the NASDAQ OMX Helsinki stock exchange. The largest individual owner is the Finnish Academy of Science and Letters. The foundation donates its earnings from Vaisala shares to the Yrjö, Vilho and Kalle Väisälä Fund, which supports research in natural sciences. Other large

shareholders include descendants of founder Professor Vilho Väisälä, private households, private companies, institutional investors and non-profit organizations. Foreign ownership amounts to 12.9% of share capital.

Stakeholder activities:

- We arrange an interim results presentation and Q&A to investors, analysts and the media each quarter
- We also set up meetings with institutional investors and organize events for analysts. The previous Capital Markets Day was held in Vaisala's Head Office in 2011.

Media

Our goal is to ensure that Vaisala is recognized as a responsible and innovative thought leader in environmental monitoring by generating positive coverage with clear and consistent messages and establishing relevant media relationships. As a publicly listed company, Vaisala also guarantees that timely, accurate and transparent financial communications are available to all its stakeholders.



Stakeholder activities:

- Continuous effort to maintain dialogue with media in main markets
- Media visits to Helsinki Head Office arranged regularly (3 in 2012) to strengthen top management's relationship with the media
- 44 media stops in connection with Vaisala Across America tour to create awareness of Vaisala's road weather technology

Industrial Organizations, Associations and NGOs

Vaisala is a member of the Federation of Finnish Technology Industries, and Vaisala's CEO Kjell Forsén is a member of its Board of Directors. Mr. Forsén is also a member of the Board for the International Chamber of Commerce Finland (ICC).

Vaisala is a shareholder of CLEEN Oy, the strategic center for science, technology and innovation of the Finnish energy and environment cluster, founded in 2008. The center's objective is to facilitate the development of innovation and globally competitive technologies and service products through its stakeholders. CLEEN's shareholders include around 40 leading Finnish companies, Finnish universities and research institutions. The main areas of research include carbon-neutral energy production, sustainable fuels, efficient energy use, resource-efficient production technologies and services, recycling of materials and waste management, and assessment of environmental efficiency.

Vaisala is a Sustaining Member of the American Meteorological Society and is a sponsor of its Freshman and Undergraduate Scholarship Program.

Stakeholder activities:

- Activities depending on organizations' planned activities.

General Public

The general public is dependent on reliable weather forecasts. Farmers, sailors, motorists, pilots and event organizers are just a few examples of people who rely on weather forecasts to support their activities. Vaisala is indirectly providing the general public with accurate and reliable weather data through meteorological institutes. Many other Vaisala products also benefit the general public, although often in ways that are unrecognized. For example, Vaisala's early warning systems improve passenger safety at airports, on high-speed trains and on highways.

Vaisala's Scientific Collaborations 2012

- Aalto University, School of Science and Technology
- American Meteorological Society
- The Association of the Hydro-Meteorological Equipment Industry
- Chinese Academy of Sciences – Xian
- CLEEN Oy
- CO-LABS (Colorado)
- Colorado State University
- The Danish Meteorological Institute
- Deutscher Wetterdienst / GRUAN Lead Centre and MeteoSwiss
- European Corporation for Lightning Detection
- European Meteorological Society
- Environment Canada (SNOW V-10 research project)
- Environmental Prediction in Canadian Cities (EPiCC) research consortium
- Finnish Meteorological Institute
- Finnish Water Forum
- FIRWE – Finnish Road Weather Excellence
- Karlsruhe Institute of Technology (KIT)
- MIKES – The Centre for Metrology and Accreditation
- National Center for Atmospheric Research (NCAR)
- National Oceanic and Atmospheric Administration
- National Research Council's Board on Atmospheric Sciences and Climate
- The Network of European Meteorological Services
- NSF Engineering Research Center for Collaborative Adaptive Sensing of the Atmosphere (CASA)
- Royal Meteorological Society
- Shanghai Meteorological Bureau
- South Dakota School of Mines & Technology
- Stanford University
- Tampere University of Technology
- University of Arizona
- University of Florida
- University of Hawaii
- University of Helsinki
- University of Hohenheim
- University of Massachusetts
- University of Oklahoma School of Meteorology
- University of Oulu
- University of Tampere
- VTT Technical Research Center of Finland
- The Weather Coalition
- World Meteorological Organization





Economy and Risk

Sound financial development and performance is the foundation of a sustainable company. Together with prudent risk management, we can leverage our opportunities and risks for maximum benefit.

For us, economic responsibility means creating added value to the company's stakeholders, managing finances and resources efficiently, and securing long-term profitable growth and financial stability.

Financial Overview of 2012

Despite the Euro crisis both Vaisala's Business Areas increased net sales in the EMEA region as compared to 2011. In Americas the changes in economic and political environment generated additional uncertainty; however Vaisala was able to maintain the business volume. In the challenging competitive situation Vaisala has nevertheless been able to retain its global market shares. The economic uncertainty in the market impacted Weather Business Area order intake especially during the last months of the year and there were no exceptionally large, long-term orders received. Controlled Environment Business Area continued to grow in North America and Europe but the APAC market continued to be a disappointment.

Vaisala Group's net sales were EUR 293.3 (273.6) million and showed an increase of 7% from 2011. Despite the Euro crisis both Vaisala's Business Areas increased net sales in EMEA region as compared to 2011. Weather Business Area net sales were EUR 218.0 million and increased by 8% year-on-year. This net sales increase was mainly due to higher volume of project deliveries. Controlled Environment Business Area net sales were EUR 75.3 million and increased by 5% year-on-year.

Net sales in EMEA were EUR 107.6 (90.7) million in 2012 and increased by 19% year-on-year. Net sales in Americas were EUR 108.6 (110.2) million and decreased by 1% year-on-year. Net sales in APAC were EUR 77.2 (72.7) million and increased by 6% year-on-year.

Operations outside Finland accounted for 98% of net sales.

Operating result for 2012 was EUR 30.1 (16.1) million or 10.3% (5.9%) of net sales and increased by 87% year-on-year. The increase in the profit was driven by higher sales and favorable product mix. Also the ongoing efficiency and process improvement programs together with the development of delivery project management are improving profitability.

In 2012, Vaisala had 31 product launches.

R&D expenses represented 9.5% of net sales.

Result before taxes was EUR 29.1 (16.1) million for the reporting period and increased by 80% year-on-year. Income taxes were EUR 7.4 (5.8) million. Net result was EUR 21.7 (10.4) million and increased by 109% year-on-year. Earnings per share for 2012 were EUR 1.20 (0.57) and increased by 110% year-on-year.

Vaisala's solvency ratio and liquidity remained strong. On December 31, 2012 the balance sheet total was EUR 257.0 (250.8) million. The solvency ratio at the end of the December 2012 was 75% (74%).

Vaisala's cash flow from business operations was EUR 48.2 (37.6) million. The cash flow increase was a result of EBITDA increasing by EUR 15.1 million from EUR 30.7 million to EUR 45.8 million and the net working capital improving by EUR 10.0 million especially due to better accounts receivable rotation. The liquid funds at the end of December 2012 totaled EUR 74.8 (45.5) million.

In total, Vaisala had 31 product launches in 2012 of which 23 in Weather and 8 in Controlled Environment. In 2012 research and development expenses totaled EUR 28.0 (28.0) million, representing 9.5% of net sales. The goal is to keep the share of research and development expenses at around 10% of net sales. Research and development grants from governmental organizations amounted to EUR 873,000.

The average number of people employed in the Vaisala Group in the financial year was 1 422 (1 386). The number of employees at the end of the financial year was 1 442 people, with 42% of the personnel based outside Finland. The total personnel expenses in 2012 were EUR 104.4 (94.1) million.

On May 3, 2012 the Board of Directors resolved for the key employees a new share-based incentive plan that is based on the development of profitability in calendar year 2012 and it will be paid partly in the Company's series A-shares and partly in cash in spring 2015. The cash proportion will cover taxes and tax-related costs arising from the reward to a key employee. No reward will be paid, if a key employee's employment or service ends before the reward payment date.

In addition, Vaisala has two types of incentive plans: one based on the development of net sales, operating result and operative cash flow and covering all employees, and the other, a three-year plan ending 31 December 2012 which is based on the development of profitability and covering certain key personnel.

Vaisala's A-shares are listed on the Mid Cap list of the NASDAQ OMX Helsinki stock exchange under Industrial Goods & Services sector.

Vaisala is included in the OMX GES Sustainability Finland index since late 2010. The index is a benchmark index comprising 40 Finnish listed companies, all

leaders in terms of sustainability. The index criteria are based upon international guidelines for environmental, social and governance (ESG) issues and support investor considerations to the UN Principles for Responsible Investment (PRI).

Changes to last year's report include a change in reporting gross taxes by geographical area, we now use the same breakdown as in our IFRS financial

statements. Deferred taxes have also been excluded from the reporting of taxes, in order to better comply with GRI G3 requirements. Figures for 2011 have been restated. We have also added a line with Operating Costs. Moreover, the reporting of personnel expenses have been specified by separating social costs and share-based remuneration from the pension expenses. The figures for 2011 have been restated accordingly.

Key Figures

EUR Million	2008	2009	2010	2011	2012
Net sales	242.5	231.8	253.2	273.6	293.3
Operating costs	196.4	210.4	229.0	245.0	248.0
Net result before taxes	38.0	12.0	11.8	16.1	29.1
R&D expenditure % of net sales	10.1%	12.2%	12.4%	10.2%	9.5%
Income taxes	12.2	3.4	4.2	4.2	6.4

Personnel expenses

EUR Million	2008	2009	2010	2011	2012
Total payroll & benefits	59.6	63.3	68.8	77.8	87.0
Social costs and share-based remunerations	8.7	6.9	8.0	8.1	8.0
Pension expenses, net	6.9	6.8	8.1	8.2	9.4
Total	75.2	76.9	84.9	94.1	104.4

Gross taxes by geographical area

EUR 1000	2008	2009	2010	2011	2012
EMEA	9 890	1 963	4 698	3 683	4 430
of which Finland	9 296	1 533	4 245	3 341	4 067
Americas	662	524	-1 539	-185	1 523
of which United States	662	524	-1 475	-97	1 526
APAC	1 660	983	1 020	722	416
Total	12 212	3 443	4 179	4 220	6 369

Financial ratios

	2008	2009	2010	2011	2012
Return on equity (ROE)	15.5%	3.7%	5.6%	5.7%	11.7%
Return on investment (ROI)	15.5%	3.8%	5.7%	5.9%	11.7%
Solvency ratio	82%	82%	76%	74%	75%
Earnings per share (EUR)	1.56	0.38	0.56	0.57	1.20
Dividends per share (EUR)	0.9	0.65	0.65	0.65	0.90*

* As proposed by the Board of Directors to the Annual General Meeting.

Financial assistance from governments

EUR 1000	2008	2009	2010	2011	2012
Investment grants, R&D grants or other grants	679	209	691	689	873

Risk Management

Our definition of risk is any event, internal or external, which may hinder our ability to achieve our objectives. At Vaisala, risks are measured in terms of their impact and likelihood, and in relation to the level of how each risk has been addressed.

Vaisala has a risk management policy which has been approved by the Board of Directors. The policy covers the company's business, operational, hazard, and financial risks. It aims at ensuring the safety of the company's personnel, operations and products, as well as the continuity and compliance of business operations. The policy also covers Vaisala's intellectual property, corporate image and brand protection.

Risk management is integrated into business processes and operations. This is accomplished by the risk management process, deployment of which has continued in 2012 and now covers all key businesses and functions. The risk management process consists of risk identification, risk assessment, risk management actions, follow-up, and risk reporting. The process is a continuous tool for risk identification and management

– its purpose is to support Vaisala's strategy and planning process, and to provide information for better decision making. The most significant risks are reported to the Board of Directors' Audit Committee annually, and as needed.

Vaisala's Risk Management Committee, represented by key internal stakeholders, is responsible for the oversight of the risk management process and assuring that all significant risks are identified and reported, and risks are acted upon on all necessary organizational levels and geographical locations.

Hazard risks, especially physical damage risks, are controlled through effective health and safety management and, in certain cases, with insurance policies, whenever this is considered practical and cost effective.

Vaisala's risks have been evaluated as being relatively minor from an environmental and social perspective. In Vaisala's view, environmental and social considerations represent opportunities, and some of these are described in this report.

Vaisala's risk grouping



Risk management is closely connected to operational issues in corporate security and safety. These areas can be divided into the following: personnel security, rescue operations, crime prevention, information security, premises security, security of production and operations, occupational health and safety, security of operations abroad, environmental safety and emergency planning. In all of these areas we have appropriate policies and practices that help us to meet our safety and security goals.

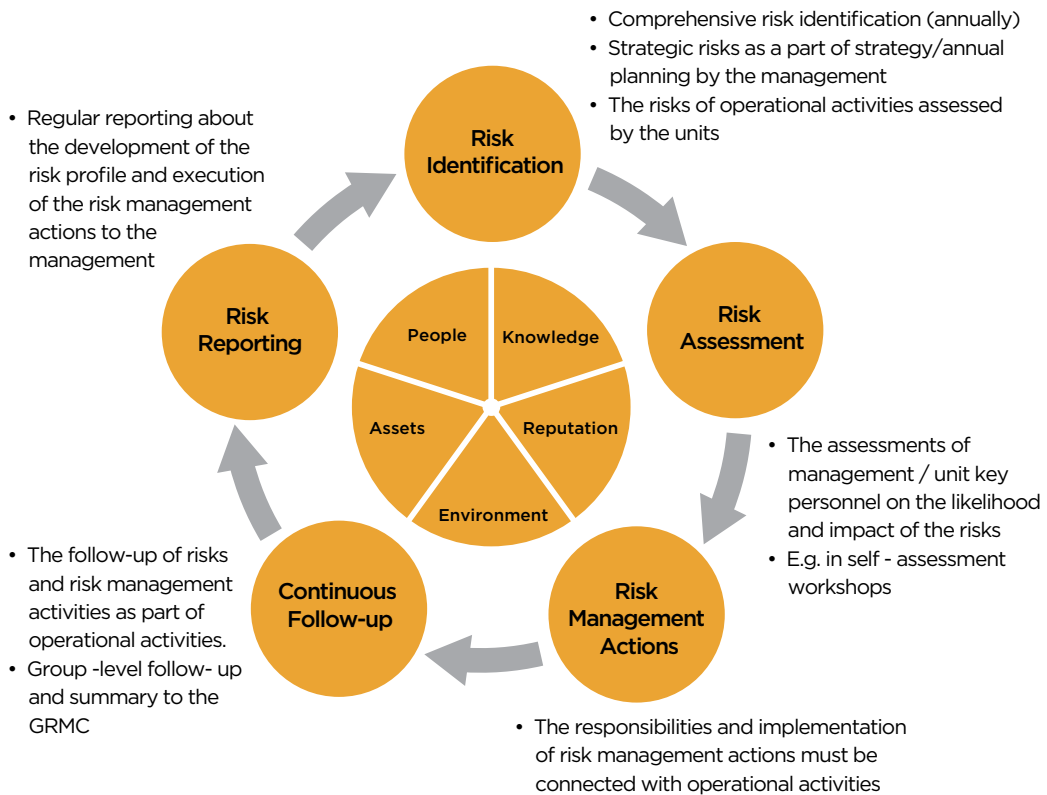
Read more about our risk management, corporate governance and investor relations on our website www.vaisala.com/investors

Read more about risk management and corporate governance on our website.



www.vaisala.com/en/investors/corporategovernance/Pages/default.aspx

Vaisala's risk management process



Product Safety

Vaisala's product safety policy is rooted in our Code of Conduct and conforms with international regulations and standards and also local legislation as applicable. The standard set of requirements our products must adhere to are based on EU regulations, with the addition of local U.S. and Canadian regulations on product safety. In general, Vaisala's strict product safety criteria meet the requirements of customers throughout the world.

We constantly monitor safety standardization and development in official regulations and update our procedures accordingly. The compliance procedures are also linked to Vaisala's risk management process, and product safety is a recognized factor in our risk assessments.

Product testing plans are determined as part of the product creation process, guaranteeing that each product will comply with the full set of regulations specified in the product requirements.

Testing to ensure uniform quality

The purpose and goal of testing is to provide sufficient information to determine that the quality and functionality of Vaisala products and systems are on the required level. Customer needs and

product requirements are verified and validated by selected and prioritized tests during development and manufacturing.

As quality and reliability in demanding applications is very important to Vaisala's customers, testing competencies, tools and processes are continuously being developed and improved. Testing activities are performed at every point in the development and maintenance lifecycle. This is accomplished by having test engineers engaged early in the product development projects or maintenance tasks and starting testing immediately when applicable. Testing verifies requirements, specifications and design documents. Internal audits are also an important part of the whole quality assurance.

Vaisala uses and develops its own test facilities. These include EMC, environmental and system testing facilities. In addition to our own personnel and facilities Vaisala uses 3rd party test laboratories, partners and experts for selected testing areas. The majority of the testing activities are performed in-house but as an example, accredited laboratories are being used to determine the electrical safety of our products. Lately investments have been made especially in software testing to ensure quality in Vaisala's software intensive products and systems.



Field Service in Extreme Conditions

Vaisala Field Service teams are occasionally signed up to provide service to many environmental measurement systems located in extremely remote locations where streets are not maintained. One example to note is in Wyoming, USA. Vaisala services four remote mountain AWOS sites. In the summer, three of them can be accessed by truck and one is located in a no-road area, so Vaisala Field Service would have to use a helicopter to get there. As the winter weather settles in, usually around mid-October through Memorial Day, the roads are no longer maintained and become impassable. With heavy snow and strong winds the only way to access these four sites is with a snow vehicle. Since temperatures can drop in excess of -30°F (-34.44°C) and winds can blow at over 40 knots, it is important to be protected from the elements.

To meet customer expectations and to keep the customer equipment functioning properly, Vaisala sometimes has to think outside the box. The use of a snowcat allows Vaisala to meet contractual obligations while doing everything possible to ensure that Vaisala employees are safe and protected from the harsh environment.

The snowcat can travel over various terrain, from no snow to deep snow. At one site, the snow level can be up to 8 feet deep (2.43 meters) with 8 foot drifts (2.43 meters). The snowcat also provides a warm and safe environment to travel the 30 miles (48.28 km), as well as being able to carry the equipment needed to work on a site. While at a site it becomes a shelter to protect Field Service engineers from the elements.

All of the customer systems installed in and around mountain passes were installed to increase aviation safety. Therefore customers want to be certain that the systems are functioning properly a very high percentage of the time and there is urgency when these sites are down. With the snowcat, Vaisala can respond to outages or problems quickly in most weather conditions, while maintaining a safe working environment for Field Service engineers and not to mention, being cost efficient along the way.



Maintenance work on some customer sites require special equipment for working in deep snow.



Thermal Mapping Brings Awareness to Changing Road Conditions

Vaisala has provided thermal mapping to over 25 countries since 1985, covering almost 500,000 km of roads and runways. Now part of Vaisala's new Traffic Weather Consulting department, thermal mapping is an integral part of the customer's decision-making processes during the winter months.

What is Thermal Mapping?

Some sections of a highway or runway will always be warmer or colder than others. This is very much dependent on the surroundings along the network and the construction of the road or runway itself. These variations can create problems for winter maintenance engineers in determining the best course of action to take and the timing of these actions. Vaisala Thermal Mapping determines the distribution of pavement temperatures across the entire network. Certain factors can influence this distribution such as:

- Prevailing weather conditions.
- Sky view factor (exposure).
- Altitude.
- Proximity to major water bodies.
- Urban heat island effect.
- Valleys, embankments, elevated sections.
- Highway or runway structure.
- Traffic volume and flow.

How is Thermal Mapping Conducted?

Thermal mapping surveys are vehicle-based surveys which are carried out during the winter months at night. Surveys are carried out under different weather conditions to determine the extent of variation encountered due to the effects of wind and cloud. Vaisala has a fleet of dedicated vehicles to carry out surveys but in reality any vehicle can be used. An infra-red thermometer attached to the vehicle records actual pavement temperature every

two meters and this is geo-tagged for precise location. All of the data is analyzed to produce an overall thermal map for the network.

Benefits of Thermal Mapping

One of the main benefits of thermal mapping is that the results can be incorporated into the Vaisala Navigator, a decision support system, to produce forecast thermal maps. This allows the customer to view forecast minimum thermal maps for the entire network rather than the site specific weather stations. The ability to view this information in advance of any potential problems enables proactive treatment of roads or runways and ensures correct timing of de-icing applications. This process can also lead to optimizing routes based on the thermal maps and enabling selective treatment. Alongside thermal mapping, Vaisala also has 20 years' experience in route optimization with over 200 customers. Thermal mapping may also be used to identify the optimum number and locations of weather stations along a route and to advise clients on potential climatic domains.

Environmental Benefits of Thermal Mapping

As thermal mapping enables selective treatment, this invariably leads to a reduction in de-icing material being deployed. This has a beneficial effect on vegetation, animals, birds and water courses in the vicinity of the road network, along with potential savings for the customer. When combined with route optimization services, Vaisala's customers typically see a treatment saving of 15% depending on the severity of the winter period.

At Vaisala, we acknowledge our responsibility to the environment, and with this in mind, all of our survey vehicles are eco-friendly with a very low 98g/km CO₂ emission value.

© 2011 Google; US Dept of State Geographer; © 2013 Mapcity



Ruta 60 Thermal Map 2012

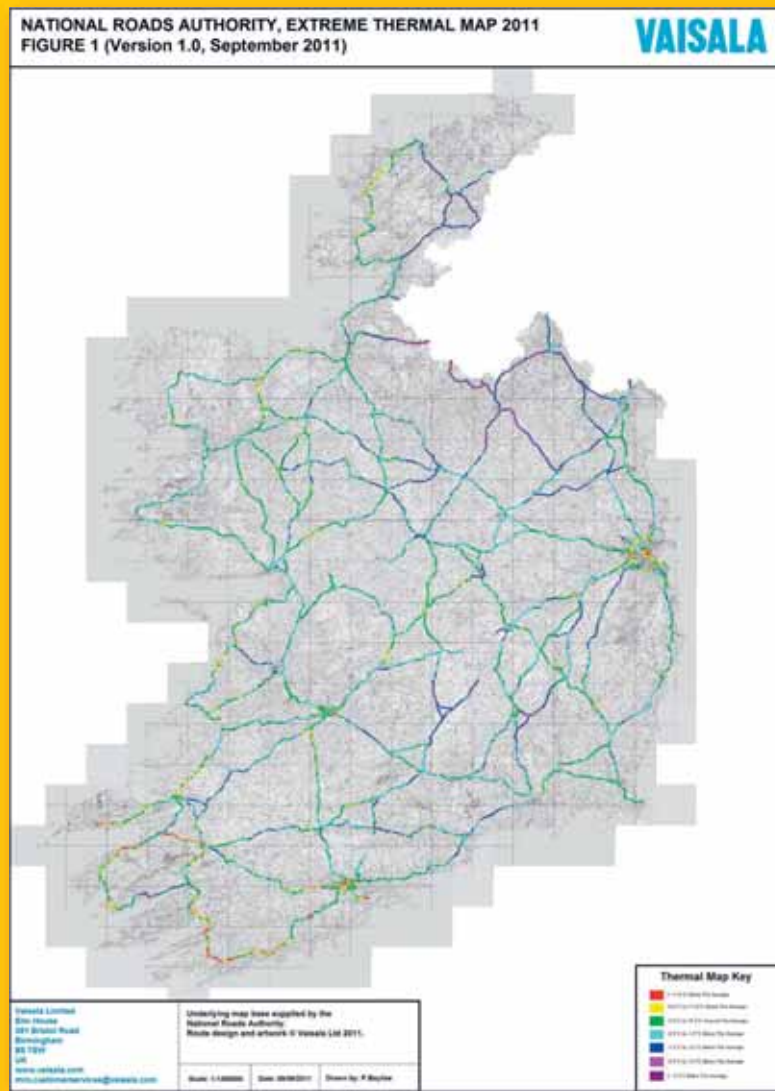
Treacherous Mountain Passes Get Thermal Mapped in Chile

In 2012, Vaisala conducted 600 km of thermal mapping on roads in different locations in Chile that are prone to dangerous road conditions. The first section of road to be thermally mapped was Ruta 60 from Los Andes, which is to the east of Valparaiso, to the Argentinean border in the Andes. Valparaiso's port is one of the busiest on the Pacific coast in South America, a hub for goods bound for Argentina, Brazil, Uruguay and Paraguay. Due to the imposing altitudes of the Andes, there are not many options for freight traffic to traverse the mountains, and so Ruta 60 carries up to 2,000 trucks and their cargoes every day in each direction. The road from Los Andes to the border rises from 800 m above sea-level to 3,200 m over a distance of just 65 km, resulting in at least one weather related accident per day. Thermal mapping surveys of this route were performed with the help of Said Hidd Constanzo and Fernando Salazar Saldiaz from the Chilean Ministry

of Public Works (MOP), and thermal maps were then produced by Vaisala.

The thermal maps were then used to identify possible climatic domains and potential locations for weather stations. The next stage of this project is already under way, with the client reviewing the potential weather station locations. The maps are being uploaded to Vaisala Navigator to produce forecast thermal maps, which will enable proactive treatment of the route to prevent the onset of hazardous conditions on this very strategic freight route. Fernando Salazar Saldiaz is enthusiastic about the system: "The thermal map is a real eye-opener as it uncovers the behavior of the road for me and helps me understand this behavior".

Whether customers require a full thermal map forecasting ability, advice on treatment regimens on their roads or very quick and simple advice on where they should locate their weather stations for optimum use, Vaisala can offer advice on all aspects of winter road maintenance and provide customers with the best tools for decision making during the winter months.



National Roads Authority of Ireland Thermal Map 2012



A group of people wearing bright yellow raincoats are on the deck of a boat. They are looking out at a dark, overcast sea under a heavy, grey sky. The boat's deck is made of wood, and there are various pieces of equipment and ropes visible. The overall mood is one of focus and teamwork in a challenging environment.

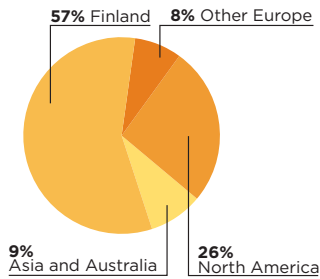
Managing Talent

Vaisala's success is built on the skills and knowledge of its people. Our personnel are highly valued and we want to see them develop in their careers.

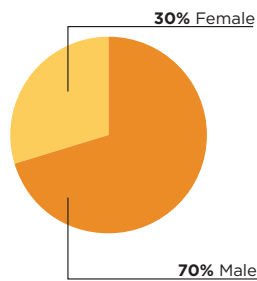
Fair Play is one of our most cherished values. We work according to the spirit and letter of this value and it is reflected in each decision we make.

Workforce

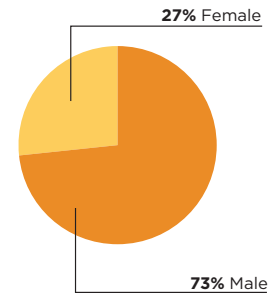
Geographical Distribution



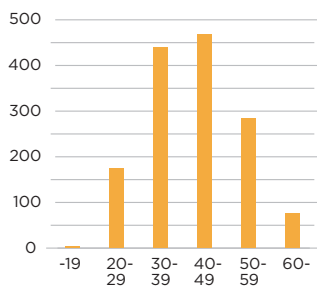
Gender Distribution



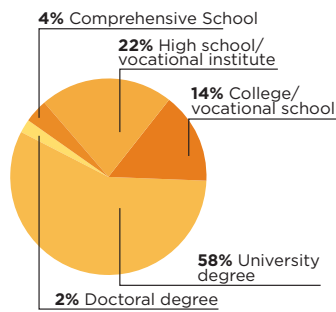
Management Group Gender Distribution



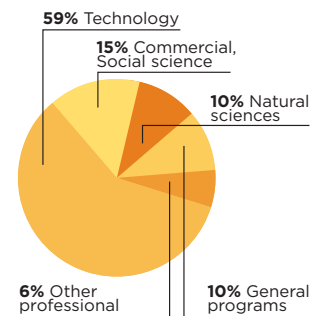
Personnel by Age Group



Level of Education*



Personnel by Areas of Education**



* Covers 66% of Group's personnel, ** Covers 64% of Group's personnel

Total workforce	2008	2009	2010	2011	2012
Employees at end of period	1 208	1 407	1 367	1 394	1 442
Finland	60.8%	57.3%	56.6%	55.5%	57.3%
Rest of Europe	9.9%	8.6%	8.2%	8.2%	7.7%
Americas	21.9%	27.1%	27.9%	27.6%	26.3%
Asia, Australia and Oceania	7.4%	7.0%	7.3%	8.7%	8.7%
Women	28.4%	28.1%	28.7%	28.4%	29.5%
Men	71.6%	71.9%	71.3%	71.6%	70.5%
R&D staff	20.0%	20.1%	20.4%	19.4%	19.5%

“The company culture regarding fair treatment of people makes Vaisala a great employer.”

- Weather Business Area, US

Measurable Competence

Motivated and highly educated staff are a cornerstone of Vaisala's success. Retaining creative and skilled people is not necessarily simple, and we want to make every member of our staff feel valued and respected. Although on average, employees stay with us for more than a decade, we do not take this for granted but aim for highly motivating career plans. This kind of long-term commitment has provided us with extremely competent staff dedicated to developing superior technology and long-term customer relationships.

Preferred Employer of the Future

A reputation and image as a good employer is important to us when competing for talented individuals. We want to be acknowledged as a great company to work for and want potential employees to learn about the opportunities that we have to offer. There is a long-term risk for technology and research intensive companies like Vaisala in needing to recruit sufficient numbers of talented individuals in a competitive market in which the workforce requirement is expected to increase. To hedge against this risk, we engage researchers, academics and students in universities and polytechnics, and pay attention to retaining critical expertise in the company. Risks and opportunities relating to personnel are also part of our risk management, and our Code of Conduct lays down the basic principles regarding our treatment of personnel.

Recruitment and Turnover

At the end of 2012, our staff had increased by 48 employees compared to the situation a year earlier. The total staff count at the end of the reporting period was 1,442 (1,394, 2011). The average age of personnel was 41.9 years. Personnel growth in 2012 was highest in Vaisala's operations in Finland and the North American Head Office in Boulder, Colorado. The centralization of our R&D activities to Helsinki and Boulder contributed to increase of members of staff especially at our Boulder facility.

Vaisala recognizes the Federation of Finnish Technology Industries as its trade union and abides by its collective agreements for Vaisala's employees in Finland. Offices in other countries apply local

regulations and customs. Salaries paid by the company are based on local collective and individual agreements, individual performance and the demand level of each job. The base salaries are supplemented by results-based bonus systems, which cover all Vaisala personnel.

Minimum notice periods are based on labor legislation in each country we operate. For Finland this means a minimum notice period from two weeks to six months depending on the length of employment.

Major Changes during the Reporting Period

In October 2012, we announced structural changes to our Vancouver operations with the purpose of finalizing the integration of the life science business acquired in 2010. These changes include relocating the board assembly, final assembly, testing, new product calibration and related activities from its Vancouver site to Malaysia and Finland. This will increase the scalability, efficiency and flexibility of our global operations. As a result of the change, the work of 10 persons in Vancouver will end by July 2013.

“Dedication to the staff. Vaisala understands its people are the most important resource and that is great to see.”

- Services, UK

Our Products and Technology function, which comprised all our research and development activities, was reorganized by allocating part of it to the Weather business area and part to the Controlled Environment business area. The purpose of this is to bring R&D closer to the customer and improve customer and market understanding throughout the organization. The change affected approximately 290 employees, of whom some 210 joined the Weather business area and 80 the Controlled Environment business area by the end of 2012.

Management group practices were also changed at the turn of the year, and the company now has a single management group called Vaisala Management Group. Previously, senior management consisted of a business management group with monthly meetings and a strategic management group with meetings three times a year. Like the previous groups, the new seven member VMG is led by the President and CEO.

In May, the Board of Directors decided on a new share-based incentive plan for the company's key employees for 2012. The aim of the new plan is to combine shareholder and key employee objectives in order to increase the value of the company, ensure the commitment of key employees, and to offer them a competitive reward plan based on long-term shareholding in Vaisala.

Diversity and Inclusiveness

We demonstrate equal employment opportunity in all recruitment, hiring, and working practices such as

training and development. In North America, Vaisala Inc. is an Equal Opportunity Employer (EOE). Qualified applicants are considered for employment without regard to age, race, color, religion, sex, marital status, national origin, sexual orientation, disability, or veteran status. If an applicant needs assistance or an accommodation during the application process because of a disability, the company is pleased to provide it. No applicant will be penalized as a result of such a request.

Equality and fairness is an important element of Vaisala's compensation policy. We do not distinguish between gender or other non-professional attributes in employee compensation or benefits plans.

Performance and Development Cycle

The Performance and Development Cycle is about setting meaningful objectives, discussing performance throughout the year, recognizing good performance and establishing professional growth plans for our staff. The process has been consistently applied for the past three years, and we have seen considerable positive developments in our annual Staff Survey results. We are currently well above the external benchmark with regard to leadership, feedback, clarity of objectives, and regular follow-up on the objectives. The perceived value of the personal development discussion has also gone up significantly.

Staff Survey

Staff satisfaction is measured regularly at Vaisala to keep abreast with any changes or trends in our staff's attitudes and to better understand the employees' voice throughout the company. The survey is conducted by a contracted research company to guarantee the confidentiality of the responses. Response rate in 2012 was 84%. Vaisala invests in employee development in many ways and accordingly, the results in 2012 showed that Vaisala employees feel they have the required competences to conduct their work. Just like in previous years, our employees appreciate their supervisors' positive attitude to new initiatives and ideas and find their work meaningful.

In addition to annual Staff Survey carried out since 1995, we launched a new global Pulse Survey in 2012 to further map the state of well-being, engagement and collaboration at Vaisala. Pulse is a focused follow-up study to Staff Survey that will be conducted annually each fall from now onwards. Pulse Survey will provide complementary feedback and development input to Staff Survey that is carried out each spring. Further, Pulse enables tracking the development from the Staff Survey results and evaluation of the improvement actions taken.

Feedback obtained from surveys is used to improve workplace environment and processes throughout the organization. The most important phase in the process is group meetings where results are studied and development actions agreed. The reports and team discussions held each year provide valuable feedback to team leaders and support team development. In spring 2012, we organized training for supervisors to help them facilitate the group meetings.

Top 5 highest scores on Staff Survey 2012

- I have the competences required to do my work
- My supervisor's positive attitude to initiatives and ideas
- I am familiar with the objectives of my group/team
- I am familiar with Vaisala's values
- I feel that my work is meaningful

“Many people have passion for their work – maybe this is thanks to good leadership”

- Group Marketing and Sales, Finland

Supported by an online tool, the Performance and Development Cycle provides transparent performance standards that have a direct link to our values. The goal of the process is for everyone at Vaisala to understand how they can develop, what is expected of them and how their own actions support Vaisala’s overall strategy.

Development Discussions

Development of our staff’s skills, knowledge and behavior as individuals and teams is vital to achieving Vaisala’s strategic aims. Therefore, development discussions form an integral part of Vaisala’s management

system. It is our objective that all Vaisala employees should have regular development discussions with their supervisors to discuss their work duties, career aspirations, competence requirements and professional development. In February 2013, 92% of our staff had had a development discussion during the previous 12 months’ cycle.

Objective Setting and Performance Reviews

Past performance and objectives for the next 12 months are interrelated in many ways. The purpose of objective setting is to agree on challenging objectives for the coming 12 months. The objectives are reviewed regularly and will form the basis upon which performance is assessed throughout the year and at the end of the review period. Our employees’ performance is assessed by looking at both their general performance and contribution (‘what’ they have achieved) and their behavior according to Vaisala’s values (‘how’ they have achieved the results).



Come as You Are

Giant Leap is Vaisala's internship program for university and polytechnic students with a variety of skills, qualities and educational backgrounds. Motivation and intellectual curiosity are more important than a specific line of study. Giant Leap was begun in 2008 at our head office in Helsinki, and in 2011 it was extended to our UK operations in Birmingham. Each summer, up to 20 students are hired for a period of three months to work on meaningful assignments that deal with real-life challenges and have genuine business relevance. The subject and scope of projects varies from manufacturing and R&D assignments to strategy and business intelligence projects.

Many Giant Leap interns have also continued their career paths at Vaisala after the program. Below are the stories of Ben, a Giant Leap intern, and Jouko, a Giant Leap alumnus.

Ben, Giant Leap Intern, Birmingham

Ben took part in the Giant Leap program in summer 2012 and conducted a Snow Modeling project.

"I first heard about Vaisala when asking my academic tutor about employment advice for Geography graduates. Looking at the Vaisala website I discovered the Giant Leap internship program and was impressed by the range and importance of the project topics available and the positive feedback from previous interns.

"My Giant Leap project involved developing snow accumulation models for an application for road, rail and airport winter maintenance. This entailed an in-depth review of current snow modeling methods, scientific literature and the availability and suitability of Vaisala's snow data for modeling the application. I worked closely and liaised with numerous Vaisala colleagues and external professionals around the globe. Successful completion of this project meant that my results were submitted to and accepted for presentation at a European Meteorological Society conference in Poland.

"I have a Bachelor of Science in Geography and Natural Hazards from Coventry University, with additional studies in environmental science and geophysics at the University



Ben, Giant Leap 2012

of Iceland. Academic knowledge of meteorology and geomorphology helped me in understanding the dynamics of surface snow accumulation whilst research and mathematical skills acquired through coursework assignments and writing my thesis, helped greatly in learning new topics and analyzing and modeling the data.

"The Giant Leap internship provided me with insight and experience in product development and R&D within a global organization and the inherent challenges and customer demands that must be met in order for projects to be successful. I learnt a great deal about the products and services Vaisala provides to a global customer base, which in turn provided an excellent learning experience on the nature and variety of employment positions within the environmental measurement and services industry.

"I am extremely satisfied with Vaisala as an employer and the internship program in general. The working environment is professional yet extremely open and friendly. From day one, interns are introduced to and encouraged to network and socialize with the members of the organization, promoting an open and stimulating working environment. It is really interesting and valuable as a graduate

Come as
you
are
Just as long as
you are curious.

to hear about the range of work and opportunities that employees can benefit from at Vaisala, as it operates in many different markets and industries. There are also many opportunities to share work interests with a wider audience through video conferences and lunch presentations, or take part in sports and social events.”

Jouko, Giant Leap Alumnus, Helsinki

Jouko joined Vaisala in 2011 through Giant Leap program and works now as a Project Engineer, rotating in multiple projects.

“I have worked for Vaisala for about 18 months, first as a Giant Leap summer intern, then as a thesis worker, and currently as a project engineer. Many of my fellow students in Aalto University’s Industrial Engineering and Management program had praised Vaisala’s Giant Leap internship program for offering meaningful and demanding projects even before graduation, so I decided to apply for the program in spring 2011. Fortunately I was selected, and I’m very happy that I accepted their offer.

“The best thing about working for Vaisala has definitely been the considerable responsibilities given to me. Even as a Giant Leap intern, I was already working on a demanding productization project which required rapid familiarization with Vaisala’s business needs and customer viewpoints. After the internship I worked on a Master’s thesis project to simplify Vaisala’s sales configuration practices. I learned a lot about the different requirements of each process phase from sales to delivery.

“After finishing my thesis and graduating in fall 2012, I was hired as Project Engineer to work on multiple 4-month projects. As I’m interested in working in many of Vaisala’s business units in the future, this versatile contract offers



Jouko, Giant Leap 2011

me a very valuable opportunity to see the company from many internal perspectives. Personal growth is one of Vaisala’s key values, and my current position certainly allows me to learn new things every day – continuous learning, considerable responsibilities, and demanding work assignments are the biggest reasons I appreciate Vaisala as an employer.

“Finally, I have been surprised by Vaisala’s supportive and enjoyable working atmosphere. The stereotypical image of dull engineers and scientists in dark rooms could not be further from the truth at Vaisala. The company has a lot of other young professionals who have joined through internships and thesis work in the last few years, and this has made for a great atmosphere and start to my working career. I’m working on interesting projects with easygoing and supportive co-workers – what else could I ask for?”

www.vaisala.com/giantleap



People Forum

People Forum is a place where managers talk about the people process, their teams and individuals. They are facilitated by HR and allow managers to exchange opinions, experiences and practices with their peers. Benchmarking each other enables insights into managers' own people practices and allows comparing practices in different teams. It is a great opportunity to ensure our people are developed actively and that the Performance and Development Cycle process is consistently applied all across Vaisala.

Safety at Work

Vaisala is responsible for the health and safety of its staff. We believe that accidents are avoidable if

necessary precautions have been made. Vaisala has trained health and safety supervisors in all its production and service facilities, and we strictly follow local regulations on health and safety issues. Furthermore, all supervisors are trained in Health & Safety legislation and responsibilities. In 2010 and 2011, we carried out a major training initiative throughout all our North American offices and continually monitor the need for further training, providing it to staff according to the need.

Regular health & safety training is provided for all employees that require it in their work. Both employees and managers are required to pay close attention to identifying potential hazards in the workplace.

Injury and accident statistics are prudently monitored and work at Vaisala is generally low-risk. Activities that have a higher level of risk include work near live traffic, work on construction sites, railways or airports, working at height, working at night or in

Turnover 2012	Temporary	Permanents	Turnover rate %	Turnover rate, permanent employees
Recruitment (+)	234	91	143	
Turnover (-)	151	62	89	10.5%* 6.2%**

* number of employees leaving the company in the reporting period divided by total number of employees at the end of the period

** number of permanent employees leaving the company in the reporting period divided by total number of employees at the end of the period

Turnover by age group	-19	20-29	30-39	40-49	50-59	60-
Permanents	25.0%	8.1%	6.1%	5.6%	4.9%	9.3%

Turnover by region	Finland	Other Europe	North America	Asia and Australia
All	84	14	43	10

Turnover by employment type	Permanent	Temporary	Part-time hourly paid
All	81	62	8

Turnover by gender	Male	Female
All	100	51

Staff turnover 2008-2012	2008	2009	2010	2011	2012
Employees +/-	+249/-154	+334/-135	+248/-171	+203/-161	+234/-151
Turnover	12.7%	9.6%	12.5%	11.5%	10.5%
Turnover, permanent employees	7.2%	3.1%	9.0%	5.4%	6.2%

Development discussions	2008	2009	2010	2011	2012
Rate of total staff that has had a development discussion with their supervisor during the last 12 months (February 2013)	80%	76%	88%	90%	92%

poor visibility, and working with ladders, drills, saws, solders and other tools. Risk assessments have been carried out for all working environments at Vaisala and we provide training for employees that need to carry out work that involves a higher rate of risk.

Injuries recorded in 2012 totaled 18 (15 in Finland, 2 in the U.S. and one in Germany). We define workplace injury as an incident after which an employee needs medical attention, whether or not it will result in lost days, restricted work or medical treatment beyond first aid. Near misses are defined as an opportunity to improve safety, health, environmental and security of an operation based on a condition or an incident with potential for more serious consequence. Most work related injuries sustained in the Helsinki office are strains, small wounds, bumps and bruises. About half of the injuries are recorded on trips either to or from work and are caused mostly by slips due to icy pathways in the winter. There were no incidences of occupational diseases identified in 2012.

We experienced one (1) work related fatality which was accompanied by \$7,000 fine for an “Other-Than-Serious” violation by the US Department of Labor Occupational Safety and Health Administration. This unfortunate accident occurred in a highway work zone and to mitigate future risks associated with this type of work, applicable field service personnel are scheduled to complete formal temporary traffic control training during the first half of 2013.

Vaisala recognizes the importance of preventive work for both accidents and illnesses. Therefore, the company promotes healthy and active lifestyles by subsidizing sports and exercise expenses for a multitude of Vaisala sports clubs and events, offering onsite fitness facilities and encouraging people to cycle to work.

Health and Safety Committee at Head Office

A health and safety committee convenes quarterly at our Head Office and whenever necessary. This committee is formed by nine representatives including five workers, three clerical staff representatives and one employer representative. The committee’s responsibilities include monitoring and developing the work environment in order to minimize the risk for work related accidents and illnesses.

In 2012, the committee held six meetings where they among other things, named responsible persons for maintaining first-aid equipment, carrying out health and safety audits, and monitoring near miss incidents. During the year, the committee organized twelve health and safety audits, four forklift training sessions, one first-aid training and updated instructions and policies relating to health and safety.

Absentee rates throughout Vaisala Group		2012
Office/Region		
Head Office		2.44%
UK		1.30%
France		<0.5%
Germany		1.40%
Australia		0.68%
China		0.76%
Japan		1.00%

Collective Agreements and Trade Unions

Vaisala’s employees are covered by three collective agreements in Finland: the collective agreement for employees in technology industries, the collective agreement for salaried employees in technology industries, and the collective agreement for senior salaried employees in technology industries. Health and safety topics are included in these agreements but are also covered by Finnish legislation in the Occupational Health and Safety Act 2002. Data is not available for Vaisala’s operations outside of Finland where local agreements are used.

Grievance Mechanisms

Vaisala provides an internal grievance mechanism for its employees through a dedicated channel, the Fair Play Forum. The channel operates by e-mail and regular mail and accepts both anonymous and signed messages. Responsibility for the channel and actions taken on cases put forward in the forum lies with a compliance committee, which has members from Human Resources, the Risk and Compliance team, the Legal Department and Finance & Control. Cases are handled confidentially by the committee.

The Fair Play Forum also acts as a medium for clarifying questions about our Code of Conduct or the Code of Conduct training. All Vaisala employees take part in e-learning covering the Code of Conduct.

Training and Development

We offer internal training programs in both personnel management and business skills. We also cooperate in a variety of projects with universities and scientific communities. In addition, we support job rotation between our business units and offices in different countries.

Staff training costs amounted to approximately EUR 900 per employee in 2012. Due to large variations in training days between staff members and shortcomings in the monitoring system, there is no precise overall statistic on the number or duration of training events, but approximate training hours are reported in the adjacent table.

Whenever we face a situation in which there are job losses or personnel relocations, we draw up a plan on the types of training and support that we can arrange. In some cases where organizational changes result in job losses, we may offer outplacement assistance packages that support the person's future employability and help with career transition. In the last couple of years, such packages have been offered to employees in the U.S. and Canada who have been made redundant due to structural changes.

Vaisala supports the ongoing education of its employee's children through the Vaisala Student Scholarship Gift. This one time gift is intended to give children of Vaisala employees the incentive to continue their education beyond high school.

Occupational Safety and Health Awareness Training and Oversight Continues for all North American Offices

A total of 366 occupational safety and health or OSH training hours were delivered in 2012 through a combination of onsite, classroom, and online training activities. Training sessions included continuing OSH awareness and refresher training; fall protection; first aid, CPR, and AED; and temporary traffic control training. The following three activities account for 88% of all training hours delivered: internal OSH and refresher training (124 hours or 34% of total), online OSHA Outreach Training (120 hours or 33% of total), and external first aid, CPR, and AED training (78 hours or 21% of total). As in previous years, our risk management function once again conducted comprehensive internal OSH assessments at our North American sites.

Injuries occurred at Head Office	2008	2009	2010	2011	2012
Injuries, total	24	13	22	30	15
At work	13	8	12	11	3
During commute and outside workplace	11	5	10	19	12
Lost days due to injury	127	43	136	250	69
Injury rate (injuries/million working hours)	20.5	10.2	15.9	21.5	10.7
Fatalities due to workplace injury (Group)	0	0	0	0	1

Training hours, average per employee	Employee	Supervisor	Total*
Finland	N/A	N/A	4
France	33	19	-
Germany	N/A	N/A	6
UK	14	28	-
Japan	20	24	-
China	29	60	-
Australia	N/A	N/A	40
Canada	22	88	-

*Total, where distinction not technically possible

Training EUR 1000	2008	2009	2010	2011	2012
Total employee training cost	1 624	1 697	1 355	1 543	1 271
Average training cost per employee	1.4	1.3	1.0	1.1	0.9

Focus on Sales Competence Development

Sales personnel are in a key position to drive Vaisala's success in the marketplace and to reach the business goals of today and the future. The ever changing business environment presents opportunities for continuous improvement and learning on the job and also demands that personnel take up these opportunities.

The Weather Sales competence development project started in fall 2011 with defining the key competence areas in the Weather Sales organization. Based on these key competences, a 360° feedback process was conducted during 2012 with all Weather Sales personnel, including all sales managers and sales coordinators globally.

A 360° feedback from colleagues, direct manager, team members and other relevant parties in the organization helps the individual understand his or her strengths and development areas. It can also create insights into how to build on personal strengths and how to learn and develop further in specific areas. Through this process individual development action plans are also created to support personal growth. Continuous development is ensured by integrating the 360° findings and insights into our annual Performance and Development Cycle for each participant.

One key element of the competence development project is the License to Sell learning platform, which is designed to support learning of specific sales competences. License to Sell consists of three modules combining e-learning, individual assignments and face-to-face training. The modules give an overall view of our customers, Vaisala's solutions and sales processes, as well as business tools used in the Weather Sales organization.



Expert LEAD is for employees who require excellent leadership and communication skills in their roles.

Expert LEAD: A New Leadership Learning Program

Vaisala is continuously investing resources in leadership training. Our ongoing LEAD program is primarily focused on supervisors, but we have recognized a growing need for leadership training with a slightly different approach. With this in mind, we have started a new development program called Expert LEAD. The program is for employees who are not in supervisory roles but need excellent leadership and communication skills to be able to influence and lead people.

The first pilot group took part in Expert LEAD during fall 2012. The program consists of three modules:

- Leading Self
- Co-operation and Communication
- Radical Approaches to Collaboration

During this week long program, the participants learn a lot about themselves and how to lead and collaborate with others. Using different assessment tools, they get a deeper understanding of their own behavioral tendencies. In group and pair sessions, the participants learn and practice skills for effective communication and interaction, and for exerting influence in a matrix organization. There is also a focus on giving and receiving feedback, and collaborating with others in various demanding and complex situations.

According to the participants' feedback on the pilot, they found the program very useful in their work. They were able to learn collectively and coach each other. The group was purposely cross-functional, so there was also a great opportunity for networking with Vaisala people from different units and locations. The program will continue with new groups during 2013.





Society

Since the company's foundation 75 years ago, Vaisala has been an active member of society and especially devoted to the scientific community and academia. Today, we are a significant contributor to universities, scholarships and numerous research programs. We engage scientists and students through research partnerships and sponsor several graduating students annually.

Project Sales to Delivery Process Taught to 280 Colleagues

In the Weather business, Vaisala is very much a systems supplier. We bundle and customize our products and solutions to suit customers' operating environments and we closely analyze customers' true needs. The delivery projects are coordinated by the Project Management Office, but they will concern dozens and sometimes hundreds of people during the project's lifetime.

This is why it is essential that we master the project sales to delivery process. The complexity of a project delivery can seem overwhelming. Numerous people from all across the organization are at one time or another connected to a project delivery.

Project Playbook

One of the outcomes of building a state-of-the-art project sales to delivery process is what we call a playbook. The playbook emphasizes common practices, systematic work on business prospects, involving the right partners and stakeholders, and having a working learning process. The playbook is a complete guide to making project sales and deliveries. In order to learn the steps and responsibilities, in-class training is essential for everyone involved. Altogether more than 280 Vaisala employees received training in project sales and deliveries through a simulation.

Process Simulation Leads to Success

In the four-hour simulations, 10-30 participants walk through a fictional case from emerging opportunity to the closing review of the delivery project. Even though the case is fictional, it is full of everyday challenges in typical delivery projects. Participants are encouraged to bring real-life problems and solutions from their own experiences so that their colleagues can see the various challenges involved along the way. The events are designed to be open and objective with lots of valuable discussion. The facilitators take the story forward and see to that the objectives of the simulation are met. At the end, all participants are asked to write down one or two things that they will take away to help them improve co-operation in challenging situations in the project sales to delivery process.

The outcomes of these simulations have been promising. Project team members get a full understanding of the big picture and their colleagues' challenges, and this allows them to optimize their role and to play better for the same team. The project-oriented mindset is now clearly evident in the teams that have been part of the simulations.

Ultimately, the benefit will be seen by customers, who will experience Vaisala employees providing professional, assertive and high quality project deliveries.

Four Facts:

- 20 simulations held
- Five locations
- Four-hour live face-to-face session
- Cross-functional teams: Project Management Office, Sales, Market Segments, Services, Legal, Finance, R&D, HR, Operations and Support Units.

Today's aim: to understand the big picture in the project sales to delivery process and the roles and responsibilities of project stakeholders.

The simulation engages participants in different ways throughout the day.



Community Outreach Program

Vaisala believes in a world where environmental observations improve daily life. As the global leader in environmental measurement and an active member of society, we acknowledge that the company has a responsibility to support its stakeholders in society and the research community.

Vaisala may provide charitable donations of products, funding or services to non-profit organizations through its Community Outreach Program. The Program's overall objective is to support organizations and projects that advance environmental awareness and science education. All our outreach activities should be in line with Vaisala's values and resonate well with environmental issues such as climate, weather, environmental measurement and environmental sciences.

In 2012, donations amounted to EUR 259,000 globally. Our objective is to focus our donations and continuously correlate them with the community outreach policy. Vaisala does not donate funds to political parties, causes or campaigns.

Current Sponsorships

Following the guidelines set by Vaisala's Community Outreach Program, we sponsor a variety of different causes.

Professor Vilho Väisälä Award

Vaisala sponsors the bi-annual Professor Vilho Väisälä Award. The award was established in 1986 to encourage and stimulate interest in research in the field of environmental measurement instruments and methods of observation. It is administrated by the World Meteorological Organization, which selects the winners on a biennial basis. The award consists of a medal, diploma and a cash prize of USD 10,000.

In 2012, the twenty-third Professor Vilho Väisälä Award was presented for an outstanding research paper on instruments and methods of observation and was awarded to: R. Boers, M.J. de Haij, W.M.F. Wauben, H. Klein Baltink, L.H. van Ulft, M. Savenije (all from the Netherlands) and C.N. Long (United States). The paper "Optimized fractional cloudiness determination from five ground-based remote sensing techniques" was published in the Journal of Geophysical Research, Vol. 115, in 2010.

The Executive Council of WMO established a second award In 2004, entitled the Professor Dr Vilho Väisälä Award for the Development and Implementation of Instruments and Methods of Observation, that would be mainly focused on, and encourage instrument work

in, developing countries and countries with economies in transition.

The fourth Professor Dr Vilho Väisälä Award for the Development and Implementation of Instruments and Methods of Observation was awarded to: Q. Lu (China), and W. Bell, P. Bauer, N. Bormann and C. Peubey (all from European Centre for Medium-Range Weather Forecasts, ECMWF).

The paper, "Characterizing the FY-3A Microwave Temperature Sounder Using the ECMWF Model" was published in the Journal of Atmospheric and Oceanic Technology, Vol. 28, in 2011.

A ceremony to present the two Väisälä awards was held in Brussels, Belgium in 2012 during the WMO Technical Conference on Meteorological and Environmental Instruments and Methods of Observation. More information about the awards: www.wmo.int

Vilho, Yrjö and Kalle Väisälä Fund

In the 1960's, Professor Vilho Väisälä, the company's founder, donated Vaisala shares to the Finnish Academy of Science and Letters. These shares were used to

Focus Areas

Science education

Students and their teachers, in contexts that promote natural sciences, innovation, and environmental awareness. Universities, scientists and researchers who help increase the understanding of environmental observations and their implications. Scholarships paid in the form of salary are outside the scope of this program.

Non-profit organizations working in environmental disaster prevention and recovery

Non-profit organizations that protect lives and assets – particularly in connection with the prevention of environmental hazards. Impartial and neutral humanitarian organizations that provide protection and assistance to people affected by disasters.

establish the Vilho, Yrjö and Kalle Väisälä Fund. The Fund provides grants annually for research in mathematics, physics, geophysics, meteorology and astronomy.

In 2012, the Fund granted a total of EUR 1.3 million to 78 researchers. The Fund's available grants are dependent on Vaisala's profits and thus the company has an economic responsibility towards the Fund.

The Vilho, Yrjö and Kalle Väisälä Fund granted donations to 78 researchers in 2012

Scholarships and Research Collaborations

Vaisala has contributed significantly to University of Helsinki to help establish the professorship of Radar Meteorology. The assistant professor Dr. Dmitri Moisseev in Radar Meteorology, who holds this position at the Department of Physics at University of Helsinki, is responsible for leading the radar laboratory and developing the teaching in the field of radar meteorology alongside his research. The professorship is shared with University of Helsinki and Finnish Meteorological Institute.

Vaisala participates in the TEKES-funded Finland Distinguished Professor Programme (FiDiPro) at University of Helsinki and supports its costs.

Furthermore, we sponsor an annual student-led Atmospheric and Interdisciplinary Research conference at the University of Arizona.

Over many years, Vaisala has partially sponsored meteorology students selected by the American Meteorological Society. In Finland, Vaisala annually sponsors the Master's theses of ten university students.

Vaisala has a research & development cooperation with the University of Arizona in the field of lightning detection. Furthermore, the company supports the research on radar meteorology at the Colorado State University.

Vaisala also continues its cooperation with the Universities of Massachusetts, Oklahoma, Colorado State, and Puerto Rico-Mayaguez by supporting their joint CASA program. CASA is a 10-year research program whose goal is to develop an adaptive remote sensing system based on low-power, low-cost, dual-polarization Doppler weather radars.

Baltic Sea Action Group

Vaisala committed to work for a cleaner Baltic Sea during the Baltic Sea Action Summit in early 2010. The Baltic Sea Action Group is driving a campaign to save the Baltic Sea, through innovative cooperation projects with companies, NGOs, civil servants and authorities from countries surrounding the Baltic Sea. We announced our commitment prior to the Summit, stating the following:

“Vaisala commits to support the Baltic Sea project by providing expertise and equipment to help monitor the status and development of the environment from the

meteorological or hydrological point of view.”

In practice, the commitment led to a project with the Estonian Meteorological Institute (EMHD), in terms of which Vaisala delivered an atmospheric-hydrologic prediction system to the Pärnu River Basin in 2010–2011.

Muikku Research Vessel

Vaisala is a sponsor of the Muikku research vessel. The ship is equipped with a Vaisala automatic weather station for professional use. The vessel is used to research the Baltic Sea, Gulf of Finland and some inland waterways. Furthermore, Muikku is used for educational purposes by the University of Joensuu.

Local Community

Vaisala supports its local communities in various ways. Some of our employees frequently volunteer for talks in elementary schools to teach children about weather and climate phenomena and weather forecasting. Moreover, our experts often give talks at universities and polytechnics on various scientific topics.

We have supported our local Kaivoksela School in Vantaa for years. In 2012, the students took part in a drawing competition inspired by careers one can pursue at Vaisala. From more than 60 finalists, six winners were chosen and awarded with tickets to Linnanmäki Amusement Park in Helsinki.

Raising Awareness

Vaisala takes part in the United States' National Weather Service's Lightning Safety Awareness Week as well the local Thunderstorm Safety Awareness Week in Arizona, by sponsoring events and providing expert talks. Our weather experts give interviews and statements concerning extreme weather phenomena in the media several times a year and try to raise awareness frequently on various forums.

Vaisala partners with Heureka Science Centre in Finland in order to increase awareness of atmospheric sciences among children and adolescents. As an example, Vaisala sponsors the development of the Science on a Sphere exhibition at Heureka, presented in the 2009 Corporate Responsibility report.

Global Donations	2008	2009	2010	2011	2012
EUR 1000	120	159	375	664	259

Millennium Youth Campers Visit Vaisala

The Millennium Youth Camp (MY Camp) is an endeavor that provides students from all over the world the opportunity to network with each other and with Finnish business life and top scientists. The Camp is organized by Technology Academy Finland, the national LUMA centre and the Finnish Ministry of Education, among others. Vaisala was one of the Millennium Youth Camp's corporate partners 2010–2012, which means that we participated in the planning of the Camp and organize a one-day company visit annually.

Following the success of previous years' Millennium Youth Camps (MY Camp), this international science camp was organized again last summer for high school students from around the world keen on natural sciences and technology. For the third year running, Vaisala was one of the corporate partners lending the expertise of some of our professionals for the benefit of the students.

Six MY Camp participants, from Bangladesh, Finland, Germany, India, Romania and Slovenia, had an opportunity to spend a day at Vaisala's Head Office learning about the company and its role in environmental measurement and climate change research.

The campers got to tour the factory, marveling at the weather radar, learning about sensor production at the cleanroom and launching a radiosonde. The day also included a presentation by CEO Kjell Forsén and talks by Vaisala's experts on, among other things, new improvements in weather radar technology.

Unique Learning Opportunity

MY Camp is organized to increase interest in natural sciences and technology, and to raise awareness of the study and employment opportunities in Finland. Getting to participate is a unique opportunity. Among the almost 1,600 applicants only 30 were selected. The campers' travel costs and the action-packed week in Finland are fully covered. With participants from 22 countries, the camp is also a great chance to make friends and future career contacts worldwide.

The camp's main organizers are Technology Academy Finland and the Finnish Science Education Centre LUMA.

Read more:

www.millenniumyouthcamp.fi

www.myscience.fi

Daša Robič from Slovenia and Varika Shukla from India got to release a weather balloon and a Vaisala radiosonde during the visit. Photo by Elisa Lautala.



The Millennium Technology Prize

Linus Torvalds, the person behind Linux, and Dr. Shinya Yamanaka, a Japanese physician and stem cell researcher, are the joint winners of 2012 Millennium Technology Prize. Prior to the prize awarding day, on June 12, Mr. Torvalds and other esteemed technology professionals had time to visit Vaisala Finland. The visit was part of the Millennium Technology Week program organized by Technology Academy Finland.

During the visit, Linus Torvalds and Johan Hyllner, SCO of Collectis, got a real hands-on experience how Vaisala technology works when they each were asked to launch a radiosonde. The sky was clear and winds favorable so both sondes disappeared quickly into the upper air. The weather radar hall inspired an active discussion as Heikki Pohjola, Application Manager at Vaisala, explained how the world's most advanced radar works and showed real time precipitation data from the Kerava radar. Heikki was, of course, also proud to point out that Vaisala's weather radar WRM200 is run on Linux.

Linus Torvalds is about to launch a Vaisala radiosonde







Environment

At Vaisala, we are passionate about weather and the climate. We consider the environment to be our key stakeholder and we live by that notion in our daily work.

We believe it is our duty to provide means for accurate measurements of both the natural and built environments and we consider operational efficiency a key value driver in all our development activities.

Responsibility Through Innovation

Vaisala wants to be involved in establishing a sound foundation for a better quality of living, environmental measurement, safety and productivity. Accordingly, the main purpose of many of our products is to contribute to the quality of the environment and safety of people and property. Our industrial products and solutions provide our customers with a means to improve their operational performance, and our weather measurement systems increase safety and predictability in weather critical operations.

Environmental Management

Environmental management is represented in the Vaisala Management Group by the Executive Vice President of Operations, who ultimately bears responsibility for quality and environmental management. Local Quality Managers are responsible for organizing local management reviews and reporting to the Group Quality Manager, who prepares and presents a summary of the environmental management's status and actions for the Management Group. Environmental risks are taken into account within our risk management processes.

We are currently streamlining and standardizing our environmental management system (EMS) in all our offices to ensure coherent procedures throughout the company. Significant achievements were made in late 2012 and the standardization work will continue well into 2013. Looking ahead we expect the importance of environmental issues in our operations to be growing and so it is essential that we keep improving our performance.

Vaisala has had an ISO 14001 certified environmental management system in place for many years and this has served as a great tool to improve our environmental performance. Apart from our manufacturing sites, we have also certified eleven non-manufacturing sites, the smallest

being a sales office with just 6 employees. A system like this needs constant maintenance and could become vulnerable when many changes happen simultaneously in the organization. In late December 2012, our ISO 14001 certification was suspended by our external third party auditor until corrective actions were taken. We clearly needed to focus on getting our EMS back on track.

The suspension received a lot of attention and generated considerable discussion inside the company. We executed all the corrective actions and the certification was reinstated some weeks later. All the nonconformities were essentially related to deficiencies in the management and systematic maintenance of the system. It should be stressed that this did not cause any additional environmental impacts. Our EMS is again on the correct path and moving to the right direction.

We have started to introduce major improvements to key components of our EMS. One of these concerns environmental impact assessments, and these now provide us with more consistent group wide results. This will ensure that we focus on the areas that matter most. Good progress has been made in the field of waste management and energy conservation, but we have further work to do on these important issues.

Waste, Energy and Water

Environmental metrics for 2012 demonstrate that good progress has been made. We were able to make significant improvements on many fronts. Our activities and operations returned to normal following a couple of years in which construction of our new Head Office and factory layout changes caused spikes in our environment figures with negative effects on energy consumption and waste.

The overall improvements in our waste management records were especially impressive in 2012. We began separate collection of the energy waste fraction at our Head Office in 2011, and this was the main factor in our

Helsinki and Boulder sites together account for 93% of Vaisala Group's total energy consumption, 82% of our total water consumption and 91% of total waste.

increased waste recovery rate. Biowaste containers were also located throughout the Head Office. These actions had a decisive impact on the Head Office waste recovery rate, which has taken a huge step from 62.5% in 2011 to 89.2% in 2012. The total amount of waste has also dropped significantly at our Head Office, from 412 tons to 303 tons per year.

Consumption of electricity at the Head Office amounted to 9.92 GWh, a reduction of 2% from 2011. Weather-corrected district heating at the Head Office totaled 4.76 GWh, a reduction of 9%. The decreases in electricity consumption and district heating are directly associated with the weather and changes in manufacturing. The winter and summer were both milder than usual, which translated into a slightly reduced need for district heating. The main building's geothermal power system produced all the required heat in the winter and cooling in the summer without the need to purchase any additional district heating for the building.

Electricity and heat for the Head office are procured from Vantaan Energia, a local Finnish energy company, which co-produces energy from a mix of sources. In their most recent report from 2011, Vantaan Energia summarized that the electricity they provide comprises 49% fossil fuels, 28% nuclear power and 23% renewables. Vaisala's own on-site operations use no fuel.

Electricity consumption in our second largest site in Boulder remained unchanged from the previous year, at 0.89 GWh. The Boulder site purchases electricity from Xcel Energy, which also used a mix of sources for energy production. Based on their latest Corporate Responsibility Report from 2011, approximately 15% of the generated or purchased energy was from renewable sources, 60% from coal and 24% from natural gas.

Water consumption in 2012 at the Head Office was approximately 17,300 m³. All water used by Vaisala is

municipal tap water and is discharged properly into the city sewers.

Vaisala's most important energy conservation target is based on our involvement in the voluntary energy efficiency improvement program of the Federation of Finnish Technology Industries. Vaisala is committed to lowering its energy consumption at its Helsinki site by 9% by 2016, from a 2005 baseline.

Solar panels at our Helsinki and Boulder sites generated 0.23 GWh of solar energy in total. The total solar energy generation remained unchanged.

Environmental Impacts of Our Operations

Vaisala's Head Office in Finland houses nearly 60% of the company's employees and is responsible for most of its manufacturing activities. Our other manufacturing site is located in Boulder, Colorado. These two sites can be considered to be the primary contributors to all direct environmental impacts. We have estimated that the Helsinki and Boulder sites together account for approximately 93% of Vaisala Group's total energy consumption, 82% of our total water consumption and 91% of total waste. Therefore, when we talk about Group environmental figures, we mean the sum of the Helsinki and Boulder sites.

The most significant environmental impacts are related to energy consumption and waste. Despite the fact that our operations predominantly consist of product assembly and calibration processes, we still use considerable amounts of energy for power, heating and cooling, i.e. to run our facilities. Vaisala also has a number of service vehicles and company cars that

Carbon Disclosure Project

Vaisala was invited to take part in the Carbon Disclosure Project (CDP) for the third time in 2012. The CDP is an independent, not-for-profit organization that holds the largest database of primary corporate climate change information in the world. The database is used by institutional investors to evaluate companies' risk management abilities when it comes to climate change. When taking part in the project, companies are asked to disclose their greenhouse gas emissions, their climate change risk management processes and their assessments on how climate change will affect their business. Due to the reporting period for CDP, we disclose the figures in this report for the previous year, 2011.

Our calculated carbon footprint increased in 2011, being 11,655 tons CO₂ equivalents. The increase was accounted for by a change in methodology and improved data collection. The largest increases were noted in business and service flights, and we accounted for more service trucks than in the previous year. The Scope 2 emissions, which covers purchased energy, only increased slightly. The CDP score rose to 74 points from last year's 65 and we continue in the C Performance Band. We also answered the CDP Supply Chain Request for the first time for the 2011 data.

The calculations include electricity and heat consumption at our largest facilities, all business flights and company owned and leased cars. Gathering much of our own Scope 1 and Scope 2 emissions data is quite straight forward, but we are not yet in a position to assess emissions from our whole supply chain. Vaisala's operations are non-carbon-intensive and predominantly assembly work at the end of the supply chain. Nevertheless, we will continue assessing the impacts of our operations and taking part in the Carbon Disclosure Project. Vaisala's answer to the CDP's information request is disclosed publicly and it can be accessed at www.cdproject.net.

increase our total carbon footprint. The use of hazardous chemicals has remained low and we were able to achieve a significant reduction in the amount of waste sent to landfill.

WWF Green Office

Vaisala is a participant in WWF Finland's Green Office program. The program is coordinated at the Head Office by a cross-functional Green Team. The Green Team's roles and composition were revised in 2012 to better support our EMS and the Group level work. The team now consists of representatives from the quality and environment teams, sourcing and supply chain, property development, group business development and heads of factories.

The Green Office program requires additional reporting of our key metrics to WWF and is audited by a third party triannually.

The Green Office EMS emphasizes hands-on solutions to reduce overall environmental impacts. Reducing waste, energy and paper consumption are among our focus areas.

Vaisala's Head Office became an accredited Green Office in 2010. This means that we have the right to associate the Head Office with the WWF Green Office program and may use the program's logo in our sustainability communication. We participate in events and stakeholder meetings organized by the WWF Green Office and share our best practices with our peer companies.

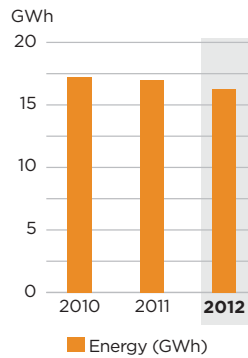
Vaisala's Head Office in Helsinki houses the majority of the Group's manufacturing and service operations, research and development function and support units.



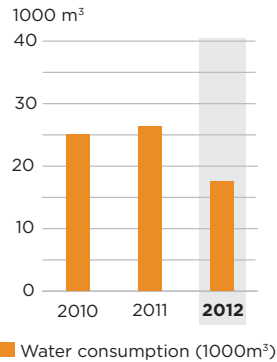
Waste (Group)	2010	2011	2012
Waste to landfill (tons)	143.92	165.61	42.96
Recoverable waste (tons)	157.89	280.43	287.31
Waste recovery rate (%)	52.3%	62.9%	87.0%
Total waste (tons)	301.80	446.04	330.78
Waste to landfill, tons/€M sales, Group	0.57	0.61	0.15
Hazardous waste (tons)	13.90	17.5	17.13
WEEE (tons)	6.22	15.78	3.87
Biowaste (tons)	-	10.70	42.72
Energy Waste (tons)	-	10.10	38.13

Packing materials (Group)	2010	2011	2012
Paper, Carton, Wood Fibers (tons)	81.48	105.97	128.81
Plastic (tons)	0.40	4.00	6.10
Wood (tons)	51.91	49.45	54.99
Metals (tons)	1.42	1.67	2.14
Other (glass, foams etc.) (tons)	0.00	0.60	0.50
Total packing materials (tons)	135.20	161.69	192.54

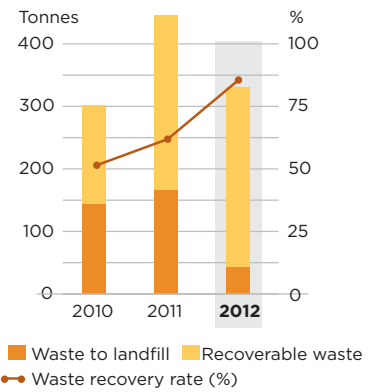
Energy (Group)



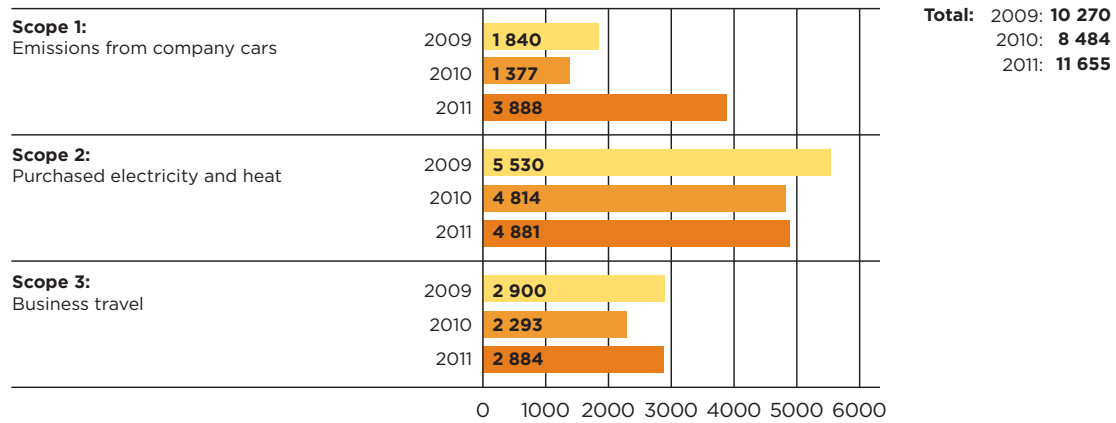
Water (Group)



Waste (Group)



Greenhouse Gas Emissions, tons CO₂ equivalents (CO₂-e)



Approximate distribution of Vaisala offices' energy consumption, our main environmental impact.

GLD360 - A Unique Window To the World

As the world leader in lightning detection, Vaisala Global Lightning Dataset GLD360, continues to revolutionize the science and innovation behind global lightning detection. The global reach of the GLD360 and its unique, near-uniform coverage around the world has been significantly enhanced to help customers make more informed decisions, increase operational safety and efficiency, and deliver more accurate short- and medium-term weather forecasts. Recent enhancements include:

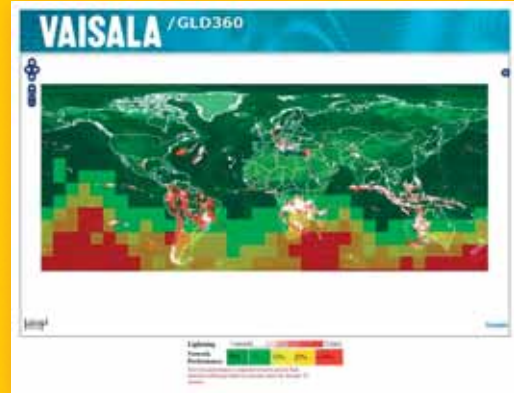
- **Location Accuracy (LA):** Algorithm improvements have reduced the median cloud-to-ground lightning stroke location accuracy from 7–10 km down to 2–5 km
- **Detection Efficiency (DE):** 70% for cloud-to-ground flashes with near-uniform coverage around the globe
- **Polarity & Peak Amplitude (kA):** Unique to the GLD360 is the ability to provide polarity & peak amplitude (kA), which is typically the reserve of precision networks. The GLD360 polarity classification is greater than 90% and peak current estimates are accurate to within 25% of the peak current value.

As your global window, the GLD360 provides immediate access to a world-wide lightning dataset, anywhere around the globe. Vaisala thus has a unique offering that supports:

- Ability to detect and characterize lightning in areas of the world where meteorological observations may be partially lacking or absent.
- Lightning as a radar proxy or radar complement where weather radar information is limited or non-existent.
- The ability to extend the range of lightning being assimilated into weather models and enhance the foresight of advancing weather systems.
- Provides more lightning information than any other comparable dataset in the world with daily counts routinely exceeding 1.5 million events.

The GLD360 is the only global lightning dataset that provides polarity and peak current estimates for lightning events. It is also the first time that quality lightning warnings are possible on a truly global scale.

Since Vaisala owns and operates the global network and delivers lightning data as a service, customers can access the information available in the GLD360 without any capital expenditure investments. It is also quick to set up: customers can begin to receive a continuous 24/7 lightning data stream within one week.



Vaisala's Global Lightning Dataset GLD360 can detect lightning strikes to a median accuracy of just 2–5 km worldwide.

Independent Assurance Report

To the Management of Vaisala Oyj

We have been engaged by the Management of Vaisala Oyj (hereinafter also the 'Company') to perform a limited assurance engagement on selected corporate responsibility performance indicators in the areas of economic, social and environmental responsibility for the reporting period of January 1, 2012 to December 31, 2012, disclosed in Vaisala Oyj's Corporate Responsibility Report 2012. The assured indicators cover all fully or partially reported quantitative performance indicators, for which the materiality has been assessed as 'high' or 'medium' in Vaisala Oyj's GRI Content Index disclosed in the Corporate Responsibility Report 2012 (hereinafter 'Selected CR Reporting').

The scope of the Selected CR Reporting covers the Vaisala Group.

Management's Responsibility

The Management of Vaisala Oyj is responsible for preparing the Selected CR Reporting in accordance with the Reporting criteria as set out in the Company's reporting instructions and the Sustainability Reporting Guidelines of the Global Reporting Initiative (version 3.0).

Practitioner's Responsibility

Our responsibility is to express a conclusion on the Selected CR Reporting based on our work performed. Our assurance report has been made in accordance with the terms of our engagement. We do not accept, or assume responsibility to anyone else, except to Vaisala Oyj for our work, for this report, or for the conclusions that we have reached.

We have not been engaged to provide assurance on amounts or other disclosures relating to the prior reporting periods presented in the Selected CR Reporting.

We conducted our work in accordance with the International Standard on Assurance Engagements (ISAE) 3000 'Assurance Engagements Other than Audits or Reviews of Historical Financial Information'. This Standard requires that we comply with ethical requirements and plan and perform the assurance engagement to obtain limited assurance whether any matters come to our attention that cause us to believe that the Selected CR Reporting has not been prepared, in all material respects, in accordance with the Reporting criteria.

In a limited assurance engagement the evidence-gathering procedures are more limited than for a reasonable assurance engagement, and therefore less assurance is obtained than in a reasonable assurance engagement. An assurance engagement involves performing procedures to obtain evidence about the amounts and other disclosures in the Selected CR Reporting. The procedures selected depend on the practitioner's judgement, including an assessment of the risks of material misstatement of the Selected CR Reporting. Our work consisted of, amongst others, the following procedures:

- Interviewing senior management of the Company
- Visiting two sites in the United States of America and Finland
- Interviewing employees responsible for collection and reporting of the information presented in the Selected CR Reporting at the Group level and at the different sites where our visits took place
- Assessing how Group employees apply the Company's reporting instructions and procedures
- Testing the accuracy and completeness of the information from original documents and systems on a sample basis
- Testing the consolidation of information and performing recalculations on a sample basis.

Conclusion

Based on our limited assurance engagement, nothing has come to our attention that causes us to believe that Vaisala Oyj's Selected CR Reporting has not been prepared, in all material respects, in accordance with the Reporting criteria. Our assurance report should be read in conjunction with the inherent limitations of accuracy and completeness for corporate responsibility information. This independent assurance report should not be used on its own as a basis for interpreting Vaisala Oyj's performance in relation to its principles of sustainability.

Helsinki, 25 February 2013

PricewaterhouseCoopers Oy

Sirpa Juutinen
Partner
Sustainability &
Climate Change

Maj-Lis Steiner
Director, Authorised Public Accountant
Sustainability &
Climate Change

GRI Content Index

The Global Reporting Initiative content index is provided to assist the reader in navigating through the report and to compare it to the GRI G3 Guidelines. We have self-declared this report to comply with GRI application level B+. The report has gone through a limited assurance process by a third party assurance provider. The independent assurance report is on page 65 of this report. For more information about the guidelines or the application levels, please see www.globalreporting.org

Standard disclosures

Description	Reference	Reported
1.1 Statement from the most senior decision-maker of the organization.	7	Fully
1.2 Description of key impacts, risks, and opportunities.	7, 10-12, 34-35	Fully
2.1 Name of the organization.	3	Fully
2.2 Primary brands, products, and/or services.	16-17	Fully
2.3 Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	16-17	Fully
2.4 Location of organization's headquarters.	70-71	Fully
2.5 Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	3, 70-71	Fully
2.6 Nature of ownership and legal form.	3	Fully
2.7 Markets served.	3, 16-17	Fully
2.8 Scale of the reporting organization.	3, 16-17, 33. For more information see our Financial Statements 2012	Fully
2.9 Significant changes during the reporting period regarding size, structure, or ownership.	8-9	Fully
2.10 Awards received in the reporting period.	8-9	Fully
3.1 Reporting period (e.g., fiscal/calendar year) for information provided.	4, Calendar year	Fully
3.2 Date of most recent previous report (if any).	4, March 2012	Fully
3.3 Reporting cycle (annual, biennial, etc.)	4, Annual	Fully
3.4 Contact point for questions regarding the report or its contents.	5	Fully
3.5 Process for defining report content.	4-5, 11-12	Fully
3.6 Boundary of the report.	4. We report on all Vaisala Group's legal entities.	Fully
3.7 State any specific limitations on the scope or boundary of the report.	4-5	Fully
3.8 Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	4-5. We report on fully owned subsidiaries that are part of Vaisala Group.	Fully
3.9 Data measurement techniques and the bases of calculations.	4-5	Fully
3.10 Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement.	4-5. Re-statements are explained within the text where applicable.	Fully
3.11 Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	4-5. Changes are explained within the text where applicable.	Fully
3.12 Table identifying the location of the Standard Disclosures in the report.	66-68	Fully
3.13 Policy and current practice with regard to seeking external assurance for the report.	4-5, 65. This report has went through a limited assurance process by a third party.	Fully
4.1 Governance structure of the organization.	Corporate Governance Statement	Fully
4.2 Indicate whether the Chair of the highest governance body is also an executive officer.	Corporate Governance Statement	Fully
4.3 For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	Corporate Governance Statement	Fully
4.4 Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Annual General Meeting. Instructions are given in the invitation to the AGM.	Fully
4.5 Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	12, and Corporate Governance/ Remuneration	Fully
4.6 Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Corporate Governance / Corporate Governance Statement	Fully
4.7 Process for determining the composition, qualifications, and expertise of the members of the highest governance body and its committees, including any consideration of gender and other indicators of diversity.	The Board of Directors seeks new board members and proposes them to the AGM. The AGM decides on Board members by voting.	Fully
4.8 Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	8, 10-11, 21-23	Fully
4.9 Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	34-35. Part of the Risk Management Process	Fully
4.10 Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	Corporate Governance Statement	Fully
4.11 Explanation of whether and how the precautionary approach or principle is addressed by the organization.	34-36	Fully

4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	69	Fully
4.13	Memberships in associations and advocacy organizations in which the organization: has positions in governance bodies; participates in projects or committees; provides substantive funding beyond routine membership dues; or views membership as strategic.	27-29	Fully
4.14	List of stakeholder groups engaged by the organization.	26-29	Fully
4.15	Basis for identification and selection of stakeholders with whom to engage.	26	Fully
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	26-29	Fully
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	26, 44	Fully

Performance indicators

Economic

Description	Materiality	Reference	Reported
Economic performance			
		10, 32-35	Fully
EC1	High	32-33, 55 and Financial Statements/Consolidated Income Statement	Fully
EC2	Medium	7, 10, 55	Partially
EC3	Medium	32-33 and Financial Statements	Partially
EC4	Medium	33	Fully

Environmental

Description	Materiality	Reference	Reported
		60-61	Fully
EN3	Low	61	Fully
EN4	High	60-61, 63	Partially
EN5	High	60-61	Fully
EN8	Low	61, 63	Fully
EN16	Low	63. Scope 1, 2 & 3 emissions are reported as 11,655 t CO2 equivalents	Fully
EN17	Low	63-64	Partially
EN22	High	63-64	Fully
EN28	Low	23. No recorded incidents in 2012.	Fully

Labor Practices and Decent Work

Description	Materiality	Reference	Reported
		22-23, 27, 34, 43-45	Fully
LA1	High	42	Partially
LA2	High	45	Fully
LA3	Medium	49-50, 44-45	Fully
LA4	Medium	49	Fully
LA5	Medium	43	Fully
LA6	High	49, Arranged according to local legislation.	Fully
LA7	High	48-50	Fully
LA8	Low	43, 49-50	Fully
LA9	Medium	49, Arranged according to local legislation	Fully
LA10	High	50	Fully
LA11	Medium	49-51	Fully
LA12	High	48	Fully
LA13	Medium	42	Partially

Human Rights

	Description	Materiality	Reference	Reported
	Management approach to human rights		22-23	Fully
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	High	22-23,49	Partially
HR4	Total number of incidents of discrimination and actions taken.	High	23. No recorded incidents in 2012.	Fully
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.	Medium	22-23	Partially
HR6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor.	Medium	22-23	Partially
HR7	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor.	Medium	22-23	Partially
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	Medium	23. No recorded incidents in 2012.	Fully

Society

	Description	Materiality	Reference	Reported
	Management approach to society		55-56,22-23	Fully
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	High	22	Fully
SO4	Actions taken in response to incidents of corruption.	High	23. No recorded incidents in 2012.	Fully
SO5	Public policy positions and participation in public policy development and lobbying.	High	55, 27-29	Fully
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	High	55	Fully
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	Medium	23. No recorded incidents in 2012.	Fully
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Low	23. No recorded incidents in 2012.	Fully

Product Responsibility

	Description	Materiality	Reference	Reported
	Management approach to product responsibility		34-36	Fully
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	Medium	36	Partially
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	Medium	23. No recorded incidents in 2012.	Fully
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	Medium	36	Partially
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	Medium	23. No recorded incidents in 2012.	Fully
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	High	Published in Vaisala News magazine after each survey.	Partially
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	Low	23. No recorded incidents in 2012.	Fully
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	Low	23. No recorded incidents in 2012.	Fully

Annual Report 2012 available at www.vaisala.com/annualreport

Financial Statements, <http://www.vaisala.com/en/investors/reports>

Corporate Governance statement, <http://www.vaisala.com/en/investors/corporategovernance/Pages/default.aspx>

UN Global Compact Reporting

Vaisala joined the UN Global Compact in 2008 and has committed itself to following the ten guiding principles of the initiative. Consequently, we report on our progress on annual basis. Vaisala is an active member in its local UNGC network, The Global Compact Nordic Network. Engaging in the local network gives us the possibility to learn about the initiative and benchmark our efforts to other companies. Vaisala's first Corporate Responsibility report was chosen for the Notable COPs program in 2009 and we have qualified for the Global Compact Advanced differentiation level since its introduction in 2010.

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.	Embedded in Vaisala's Code of Conduct. Mandatory Code of Conduct training for entire personnel.
Principle 2: Make sure that they are not complicit in human rights abuses.	Mandatory Code of Conduct training for entire personnel.

Labor Standards

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Embedded in Code of Conduct. Employee representatives, according to local legislation.
Principle 4: The elimination of all forms of forced and compulsory labor.	Covered in Code of Conduct. No violations reported to date.
Principle 5: The effective abolition of child labor.	Covered in Code of Conduct. No violations reported to date.
Principle 6: The elimination of discrimination in respect of employment and occupation.	Covered in Code of Conduct. No violations reported to date.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges.	We systematically identify and evaluate our environmental impacts and hazards to mitigate any negative effects they might incur.
Principle 8: Undertake initiatives to promote greater environmental responsibility.	Signatory of The Federation of Technology Industries' Energy Conservation Agreement. Participates in WWF Finland's Green Office program and refurbishes facilities to meet green standards.
Principle 9: Encourage the development and diffusion of environmentally friendly technologies.	Vaisala is constantly developing Best Available Technology (BAT) products to meet the increasing demand for highly accurate measuring instruments, e.g. for climate change research.

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	Covered in Code of Conduct and Vaisala's International Anti-Corruption Policy. Vaisala's management enforces a strict, zero-tolerance policy on any forms of bribery and corruption.
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Local Network and National Cooperation

Vaisala is part of a Global Compact local network, The Nordic Network, which has Global Compact participants from Denmark, Finland, Greenland, Iceland, Norway and Sweden. The network provides a learning forum for its members, displaying best practices in corporate responsibility as well as in implementing the ten principles. The network convenes twice per year in a member country. Vaisala is also represented in the network's Steering Committee.

In order to benchmark with other industrial companies, Vaisala also takes part in discussions between other Finnish signatory companies. A group of companies meets on a semi-regular basis to exchange best practices with each other and to promote Global Compact for companies that are not yet Global Compact members. More information about The Nordic Network: www.gcnordic.net



Vaisala World Wide

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 Corporate communications: info@vaisala.com
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United Kingdom

Vaisala Ltd

- **Birmingham**    
- **Bury St Edmunds** 

France

Vaisala SAS

- **Paris**   
- **Lyon** 

Sweden

Vaisala Oyj

- **Malmö** 
- **Stockholm** 

Germany

Vaisala GmbH

- **Hamburg**   
- **Uhingen** 
- **Bonn** 



















Canada

Vaisala Canada Inc.

- **Vancouver**     

United States

Vaisala Inc.

- **Boston, MA**  
 - **Boulder, CO**     
- Head Office, North America
- **Durham, NC**  
 - **Houston, TX** 
 - **Minneapolis, MN**  
 - **San Jose, CA** 
 - **St. Louis, MO**  
 - **Tucson, AZ**  
 - **Westford, MA** 


Brazil

Vaisala Ltda

- **Rio de Janeiro** 

United Arab Emirates

Vaisala Oyj

- **Dubai** 

India

Vaisala Oyj

- **New Delhi** 

Malaysia

Vaisala Sdn Bhd

- **Kuala Lumpur** 

China

Vaisala China Ltd

- **Beijing**   
- **Shanghai** 
- **Shenzhen**  

Korea

Vaisala Oyj

- **Seoul** 

Japan

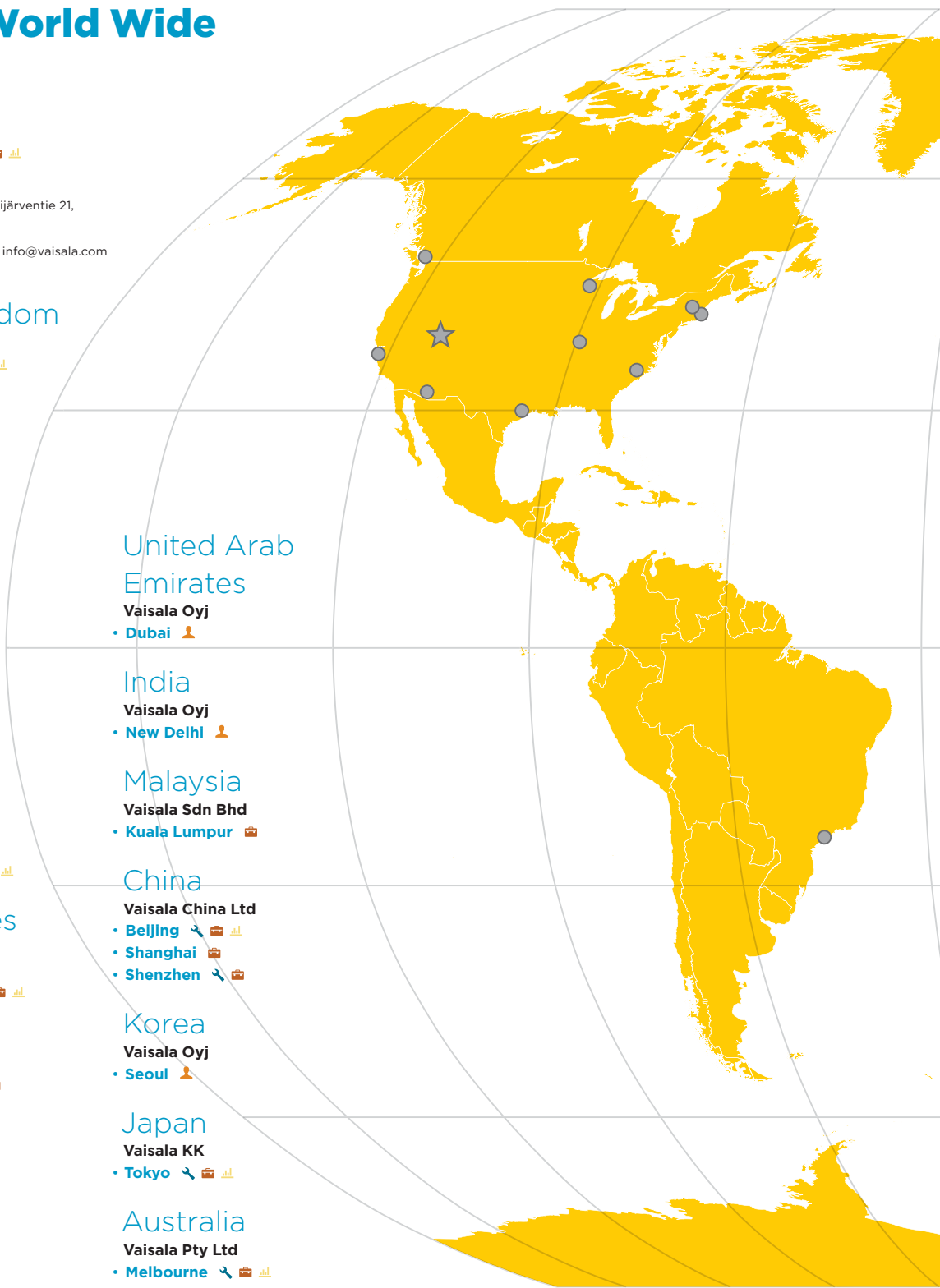
Vaisala KK

- **Tokyo**   

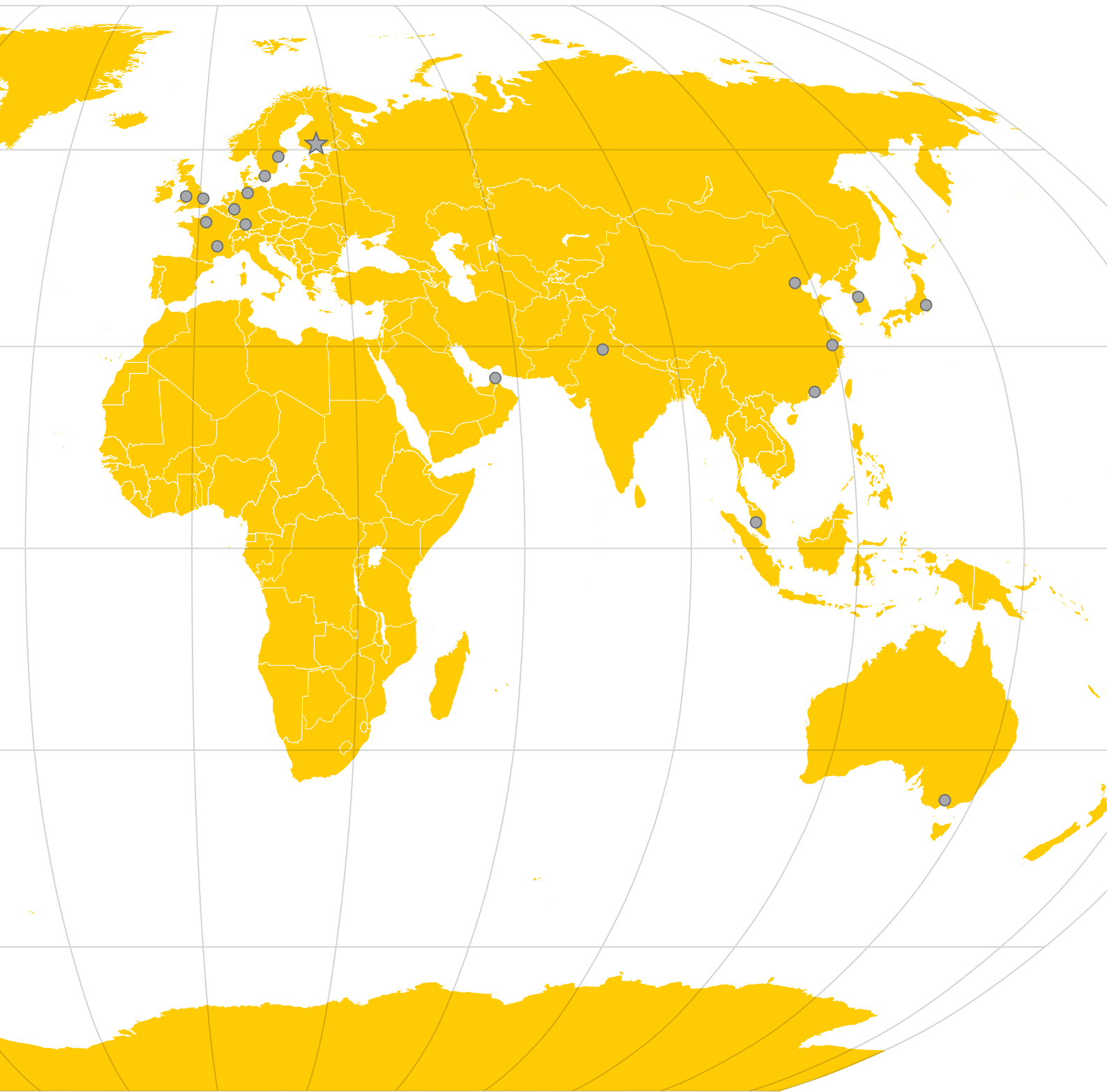
Australia

Vaisala Pty Ltd

- **Melbourne**   



Research and development  | Production  | Service  | Sales  | Administration  | Representative Office 



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